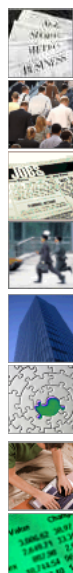


## Summary

### Contents



#### What's New

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#### Labour Market Summary

An overview of key labour market indicators: changes and time series graphs.

#### Labour Statistics News

What's happening in the Labour Statistics program?

#### Review of ABS Labour Household Surveys

Updates and Information on the Labour Household Survey content review and the Labour Force Survey output review

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What has been released recently? What will be released in the next three months?

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#### Find Out More

Want to find out more about ABS labour statistics? Contacts, training courses and ABS labour statistics publications.

#### Data Sources for Tables

How to find the data for discontinued tables from *Australian Labour Market Statistics* (cat. no. 6105.0).

## Labour Market Summary

### SUMMARY COMMENTARY



#### LABOUR MARKET SUMMARY October 2011

Summary of Australia's key labour market indicators.

#### Key Measures

|  | Units | Series   | Period | Current figure | %<br>Change<br>from<br>Previous<br>qtr(a) | %<br>Change<br>from<br>Previous<br>year(b) |
|--|-------|----------|--------|----------------|---|--|
| <b>Scope</b>                               |       |          |        |                |   |  |
| Civilian population                        | '000  | Original | Aug 11 | 18 402.6       | 0.3                                       | 1.3  |
| Labour force                               | '000  | Trend    | Aug 11 | 12 060.1       | 0.2                                       | 1.2  |
| <b>Employed</b>                            |       |          |        |                |   |  |
| Persons                                    | '000  | Trend    | Aug 11 | 11 439.9       | 0.0                                       | 1.3  |
| Full-time                                  | '000  | Trend    | Aug 11 | 8 041.3        | -0.2                                      | 1.3  |
| Part-time                                  | '000  | Trend    | Aug 11 | 3 398.6        | 0.5                                       | 1.2  |
| <b>Employed persons who work part-time</b> |       |          |        |                |   |  |
| Persons                                    | %     | Trend    | Aug 11 | 29.7           | (c) 0.1                                   | (c) 0.0                                    |
| Males                                      | %     | Trend    | Aug 11 | 16.2           | (c) 0.1                                   | (c)-0.2                                    |
| Females                                    | %     | Trend    | Aug 11 | 45.8           | (c) 0.1                                   | (c) 0.1                                    |
| <b>Unemployed</b>                          |       |          |        |                |   |  |
| Persons                                    | '000  | Trend    | Aug 11 | 620.3          | 3.6                                       | 0.2  |
| Looking for full-time work                 | '000  | Trend    | Aug 11 | 442.1          | 4.6                                       | 1.5  |
| Looking for part-time work                 | '000  | Trend    | Aug 11 | 178.1          | 1.1                                       | -2.9                                       |
| Long-term unemployed                       | '000  | Trend    | Aug 11 | 123.6          | 4.7                                       | 5.5  |
| <b>Labour force participation rates</b>    |       |          |        |                |   |  |
| Persons aged 15 and over                   | %     | Original | Aug 11 | 65.0           | (c)-0.6                                   | (c) 0.1                                    |
| Persons aged 15-24                         | %     | Original | Aug 11 | 66.4           | (c)-1.6                                   | (c) 0.6                                    |
| Persons aged 25-64                         | %     | Original | Aug 11 | 78.6           | (c)-0.4                                   | (c) 0.2                                    |
| Persons aged 65 and over                   | %     | Original | Aug 11 | 10.8           | (c) 0.0                                   | (c) 0.4                                    |
| <b>Employment to population ratio</b>      |       |          |        |                |   |  |
| Persons                                    | %     | Trend    | Aug 11 | 62.2           | (c)-0.1                                   | (c) 0.0                                    |
| Males                                      | %     | Trend    | Aug 11 | 68.6           | (c)-0.3                                   | (c)-0.3                                    |
| Females                                    | %     | Trend    | Aug 11 | 56.0           | (c) 0.0                                   | (c) 0.3                                    |
| <b>Labour underutilisation</b>             |       |          |        |                |   |  |
| Labour force underutilisation rate         | %     | Trend    | Aug 11 | 12.2           | (c) 0.1                                   | (c)-0.1                                    |
| Unemployment rate                          | %     | Trend    | Aug 11 | 5.1            | (c) 0.2                                   | (c)-0.1                                    |

|   |            |          |        |              |               |         |
|---|------------|----------|--------|--------------|---------------|---------|
| Underemployment rate  | %          | Trend    | Aug 11 | 7.0          | (c) 0.0       | (c)-0.1 |
| <b>Volume measures of labour underutilisation</b>                     |            |          |        |              |               |         |
| Volume labour force underutilisation rate                             | %          | Trend    | Aug 10 | 7.0          | na            | (c)-0.8 |
| Volume unemployment rate  | %          | Trend    | Aug 10 | 4.2          | na            | (c)-0.6 |
| Volume underemployment rate   | %          | Trend    | Aug 10 | 2.8          | na            | (c)-0.2 |
| <b>Part-time employed who are underemployed</b>                       |            |          |        |              |               |         |
| Persons   | %          | Original | Sep 10 | 24.7         | na            | (c)-1.3 |
| Males   | %          | Original | Sep 10 | 32.1         | na            | (c)-1.0 |
| Females   | %          | Original | Sep 10 | 21.6         | na            | (c)-1.4 |
| <b>Not in the labour force</b>  |            |          |        |              |               |         |
| Persons   | '000       | Original | Aug 11 | 6 448.2      | 2.0           | 1.1     |
| Males   | '000       | Original | Aug 11 | 2 581.3      | 2.7           | 1.6     |
| Females   | '000       | Original | Aug 11 | 3 866.9      | 1.6           | 0.7     |
| <b>Aggregate monthly hours worked</b>                                 |            |          |        |              |               |         |
| Persons   | Mil. hours | Trend    | Aug 11 | 1 622.4      | 0.6           | 2.0     |
| Males   | Mil. hours | Trend    | Aug 11 | 996.5        | 0.4           | 1.5     |
| Females   | Mil. hours | Trend    | Aug 11 | 625.9        | 0.8           | 2.6     |
| <b>Average actual weekly hours worked</b>                             |            |          |        |              |               |         |
| Persons   | hours      | Original | Aug 11 | 34.2         | (d) 0.5       | (d) 0.2 |
| Full-time   | hours      | Original | Aug 11 | 41.4         | (d) 0.4       | (d) 0.2 |
| Part-time   | hours      | Original | Aug 11 | 17.3         | (d) 0.5       | (d) 0.2 |
| <b>Average weekly earnings</b>  |            |          |        |              |               |         |
| All employees total earnings  | \$         | Trend    | May 11 | (e) 1 020.10 | 1.3           | 4.4     |
| Full-time adult ordinary time earnings                                | \$         | Trend    | May 11 | (e) 1 305.40 | 1.2           | 4.3     |
| Full-time adult total earnings  | \$         | Trend    | May 11 | (e) 1 359.10 | 1.2           | 4.4     |
| <b>Median hourly earnings (f)</b>                                     |            |          |        |              |               |         |
| Persons   | \$         | Original | May 10 | (e) 25.50    | na            | (g) 5.6 |
| Males   | \$         | Original | May 10 | (e) 26.70    | na            | (g) 4.6 |
| Females   | \$         | Original | May 10 | (e) 24.70    | na            | (g) 7.0 |
| <b>Wage price index</b>   |            |          |        |              |               |         |
| Total hourly rates of pay excluding bonuses                           | index      | Trend    | Jun 11 | 108.5        | 0.9           | 3.8     |
| <b>Employees who are trade union members in main job</b>              |            |          |        |              |               |         |
| Persons   | %          | Original | Aug 10 | 18.3         | na            | (c)-1.4 |
| Males   | %          | Original | Aug 10 | 17.9         | na            | (c)-2.2 |
| Females   | %          | Original | Aug 10 | 18.7         | na            | (c)-0.5 |
| <b>Employees(h) without paid leave entitlements of total employed</b> |            |          |        |              |               |         |
| Persons   | %          | Original | Nov 10 | 19.8         | na            | (c)-0.6 |
| Males   | %          | Original | Nov 10 | 16.2         | na            | (c)-0.2 |
| Females   | %          | Original | Nov 10 | 24.2         | na            | (c)-1.0 |
| <b>Methods of setting pay - all employees</b>                         |            |          |        |              |               |         |
| Award only  | %          | Original | May 10 | 15.2         | na (c)(g)-1.3 |         |
| Collective agreement  | %          | Original | May 10 | 43.4         | na (c)(g) 3.6 |         |
| Individual arrangement  | %          | Original | May 10 | 37.3         | na (c)(g)-1.4 |         |
| Owner managers of incorporated enterprises                            | %          | Original | May 10 | 4.1          | na (c)(g)-0.9 |         |
| <b>Industrial disputes</b>  |            |          |        |              |               |         |
| Working days lost   | '000       | Original | Jun 11 | 66.2         | 236.0         | 175.8   |
| Working days lost per 1,000 employees                                 | no.        | Original | Jun 11 | 6.5          | 225.0         | 170.8   |
| Average working days lost per employee(i)                             | '000       | Original | Mar 11 | 12.7         | -62.3         | -67.8   |
| <b>Job vacancies</b>  |            |          |        |              |               |         |
| Australia   | '000       | Trend    | Aug 11 | 183.7        | -1.3          | 1.1     |
| Private sector  | '000       | Trend    | Aug 11 | 166.4        | -1.3          | 1.0     |
| Public sector   | '000       | Trend    | Aug 11 | 17.4         | -1.5          | 1.5     |
| <b>Labour force status of families</b>                                |            |          |        |              |               |         |
| Children living without an employed parent(j)                         | %          | Original | Jun 10 | 13.9         | na            | (c)-1.1 |

na not available

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

(c) Change is in percentage points.

(d) Change is in hours worked.

(e) Estimates are rounded to the nearest 10 cents.

(f) Median non-managerial adult hourly ordinary time cash earnings.

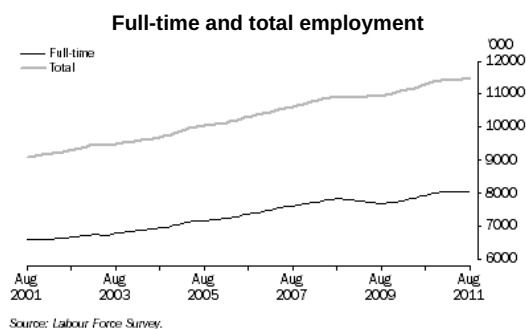
(g) Same period two years ago.

(h) Excludes owner managers of incorporated enterprises.

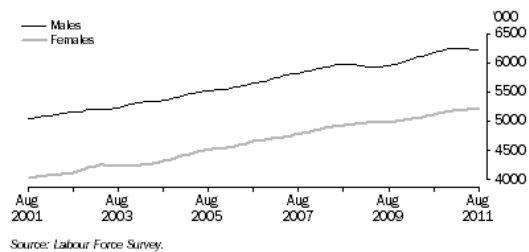
(i) Industrial disputes which ended during the period.

(j) As a proportion of all children aged under 15 years.

## EMPLOYMENT: TREND SERIES

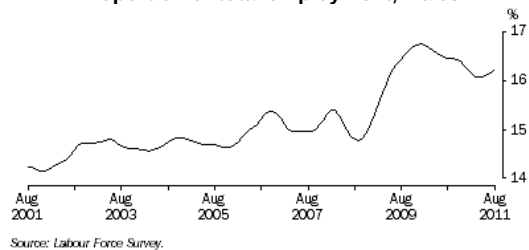


## Males and females

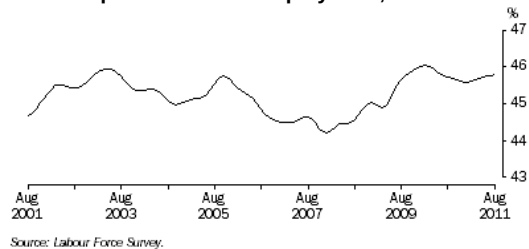


## PART-TIME EMPLOYMENT: TREND SERIES

### Proportion of total employment, Males

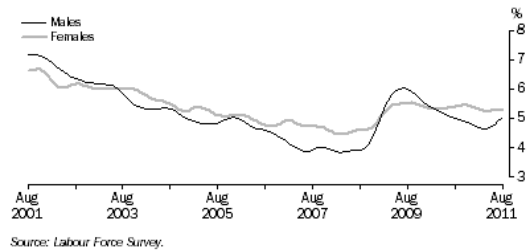


### Proportion of total employment, Females



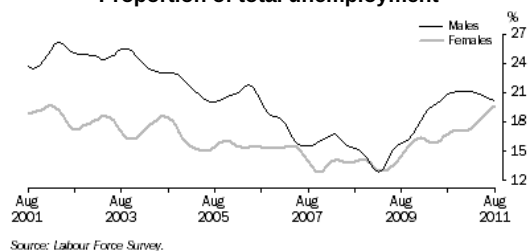
## UNEMPLOYMENT RATE: TREND SERIES

### Males and females



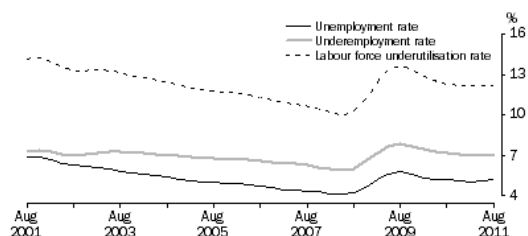
## LONG-TERM UNEMPLOYMENT: TREND SERIES

### Proportion of total unemployment



## UNDERUTILISED LABOUR: TREND SERIES

### Labour force underutilisation rates



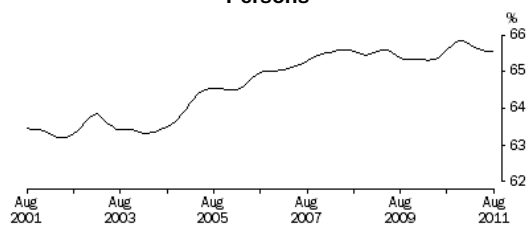
(a) The trend quarterly unemployment rate shown in this graph is subject to a separate seasonal adjustment and trend process and may differ from the official monthly unemployment rate.

Note: See the Glossary for further information on the labour underutilisation rates.

Sources: Labour Force Survey.

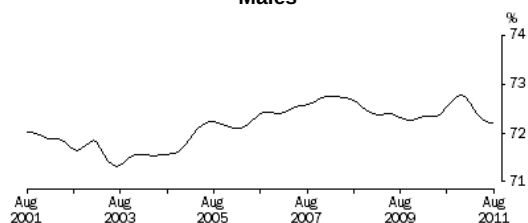
## PARTICIPATION RATE: TREND SERIES

### Persons



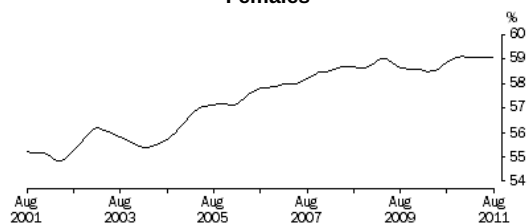
Sources: Labour Force Survey.

### Males



Sources: Labour Force Survey.

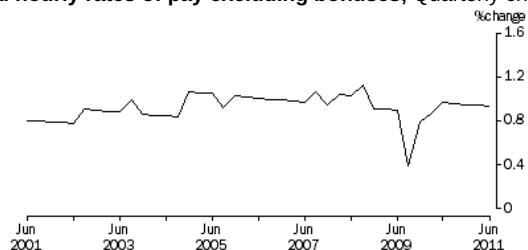
### Females



Sources: Labour Force Survey.

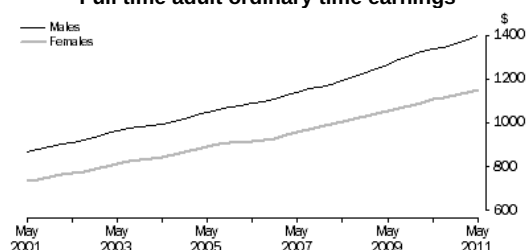
## WAGE PRICE INDEX: TREND SERIES

Total hourly rates of pay excluding bonuses, Quarterly change

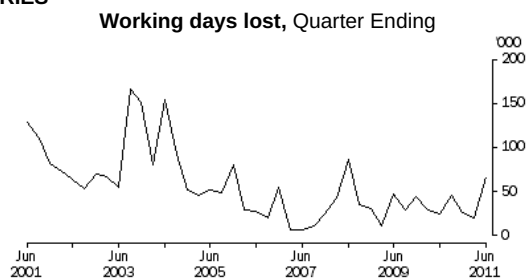


## AVERAGE WEEKLY EARNINGS: TREND SERIES

Full time adult ordinary time earnings



## INDUSTRIAL DISPUTES: ORIGINAL SERIES



## About this Release

This publication provides information about the latest developments in the Australian Bureau of Statistics (ABS) labour statistics program, highlighting new and upcoming releases of ABS labour data or changes to these series.

It presents a broad level summary of key labour market measures, contains analyses of labour market issues, and resources on how to understand and interpret labour market statistics.

The electronic product takes advantage of website capabilities and differs marginally from the printed version.

## Expanded Contents

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  - Labour Statistics: Concepts, Sources and Methods
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## What's New

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### WHAT'S NEW?

Welcome to the latest issue of Australian Labour Market Statistics (cat. no. 6105.0), a publication designed to help you stay informed about key labour market measures and the latest developments in the Australian Bureau of Statistics (ABS) labour statistics program. Each issue contains a Labour Market Summary with both the latest key figures and a range of time series graphs.

### WHAT'S IN THIS ISSUE?

This issue highlights some news from the ABS labour statistics program, including:

- The latest information on the Labour household survey content review and the Labour Force Survey output review;

- Release advice relating to Average Weekly Earnings; and
- Highlights of recent ABS labour related statistical releases:
  - Labour Force Experience, Australia (cat. no. 6206.0);
  - Confidentialised Unit Record File: Survey of Employee Earnings and Hours (cat. no. 6306.0.55.001 & 6306.0.55.002); and
  - Confidentialised Unit Record File: Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership (cat. no. 6202.0.30.001 & 6202.0.30.002).

See the Labour Statistics News page for more details on these developments.

## FIFTY YEARS OF THE LABOUR FORCE AND SUPPLEMENTARY SURVEY PROGRAM

The Labour Force Survey is the Australian Bureau of Statistics' longest running household survey, and has provided the basis on which the ABS has built an extensive program of labour and social surveys of the Australian population. November 2011 will see the 50th anniversary of the Labour Force and Supplementary Survey Program. A significant milestone for the ABS.

To help mark this important event, this issue of 6105.0 features an article highlighting changes within Australian society as shown through labour force data, and the impact these changes have had on the labour market and peoples lives. In particular, the increase of women's participation, the rise of part time employment, and changes within industry and occupation.

## FACT SHEET: EMPLOYMENT OR JOBS - WHAT DOES THE LABOUR FORCE SURVEY MEASURE?

In reporting results from the monthly labour force survey, commentators often use the terms 'employment' and 'jobs' interchangeably. This fact sheet describes how this can be misleading, as they are not the same thing, and encourages commentators to correctly refer to 'employment' or 'employed people', not 'jobs'.

## FEEDBACK AND COMMENTS

If you have any questions about aspects of the labour statistics program, you can contact us on (02) 6252 7206 or email <labour.statistics@abs.gov.au>.

The Find out more page contains further information and contact details.

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## Labour Market Summary

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### LABOUR MARKET SUMMARY October 2011

Summary of Australia's key labour market indicators.

#### Key Measures

|   | Units | Series   | Period | Current figure | % Change from<br>Previous qtr(a) | % Change<br>from<br>Previous<br>year(b) |
|---|-------|----------|--------|----------------|----------------------------------|---|
| <b>Scope</b>                                      |       |          |        |                |                                  |   |
| Civilian population                               | '000  | Original | Aug 11 | 18 402.6       | 0.3                              | 1.3                                     |
| Labour force                                      | '000  | Trend    | Aug 11 | 12 060.1       | 0.2                              | 1.2                                     |
| <b>Employed</b>                                   |       |          |        |                |                                  |   |
| Persons   | '000  | Trend    | Aug 11 | 11 439.9       | 0.0                              | 1.3                                     |
| Full-time   | '000  | Trend    | Aug 11 | 8 041.3        | -0.2                             | 1.3                                     |
| Part-time   | '000  | Trend    | Aug 11 | 3 398.6        | 0.5                              | 1.2                                     |
| <b>Employed persons who work part-time</b>        |       |          |        |                |                                  |   |
| Persons   | %     | Trend    | Aug 11 | 29.7           | (c) 0.1                          | (c) 0.0                                 |
| Males   | %     | Trend    | Aug 11 | 16.2           | (c) 0.1                          | (c)-0.2                                 |
| Females   | %     | Trend    | Aug 11 | 45.8           | (c) 0.1                          | (c) 0.1                                 |
| <b>Unemployed</b>                                 |       |          |        |                |                                  |   |
| Persons   | '000  | Trend    | Aug 11 | 620.3          | 3.6                              | 0.2                                     |
| Looking for full-time work                        | '000  | Trend    | Aug 11 | 442.1          | 4.6                              | 1.5                                     |
| Looking for part-time work                        | '000  | Trend    | Aug 11 | 178.1          | 1.1                              | -2.9                                    |
| Long-term unemployed                              | '000  | Trend    | Aug 11 | 123.6          | 4.7                              | 5.5                                     |
| <b>Labour force participation rates</b>           |       |          |        |                |                                  |   |
| Persons aged 15 and over                          | %     | Original | Aug 11 | 65.0           | (c)-0.6                          | (c) 0.1                                 |
| Persons aged 15-24                                | %     | Original | Aug 11 | 66.4           | (c)-1.6                          | (c) 0.6                                 |
| Persons aged 25-64                                | %     | Original | Aug 11 | 78.6           | (c)-0.4                          | (c) 0.2                                 |
| Persons aged 65 and over                          | %     | Original | Aug 11 | 10.8           | (c) 0.0                          | (c) 0.4                                 |
| <b>Employment to population ratio</b>             |       |          |        |                |                                  |   |
| Persons   | %     | Trend    | Aug 11 | 62.2           | (c)-0.1                          | (c) 0.0                                 |
| Males   | %     | Trend    | Aug 11 | 68.6           | (c)-0.3                          | (c)-0.3                                 |
| Females   | %     | Trend    | Aug 11 | 56.0           | (c) 0.0                          | (c) 0.3                                 |
| <b>Labour underutilisation</b>                    |       |          |        |                |                                  |   |
| Labour force underutilisation rate                | %     | Trend    | Aug 11 | 12.2           | (c) 0.1                          | (c)-0.1                                 |
| Unemployment rate                                 | %     | Trend    | Aug 11 | 5.1            | (c) 0.2                          | (c)-0.1                                 |
| Underemployment rate                              | %     | Trend    | Aug 11 | 7.0            | (c) 0.0                          | (c)-0.1                                 |
| <b>Volume measures of labour underutilisation</b> |       |          |        |                |                                  |   |
| Volume labour force underutilisation rate         | %     | Trend    | Aug 10 | 7.0            | na                               | (c)-0.8                                 |
| Volume unemployment rate                          | %     | Trend    | Aug 10 | 4.2            | na                               | (c)-0.6                                 |
| Volume underemployment rate                       | %     | Trend    | Aug 10 | 2.8            | na                               | (c)-0.2                                 |
| <b>Part-time employed who are underemployed</b>   |       |          |        |                |                                  |   |
| Persons   | %     | Original | Sep 10 | 24.7           | na                               | (c)-1.3                                 |
| Males   | %     | Original | Sep 10 | 32.1           | na                               | (c)-1.0                                 |

|   |            |          |        |              |         |            |
|---|------------|----------|--------|--------------|---------|------------|
| Females   | %          | Original | Sep 10 | 21.6         | na      | (c)-1.4    |
| <b>Not in the labour force</b>  |            |          |        |              |         |            |
| Persons   | '000       | Original | Aug 11 | 6 448.2      | 2.0     | 1.1        |
| Males   | '000       | Original | Aug 11 | 2 581.3      | 2.7     | 1.6        |
| Females   | '000       | Original | Aug 11 | 3 866.9      | 1.6     | 0.7        |
| <b>Aggregate monthly hours worked</b>                                 |            |          |        |              |         |            |
| Persons   | Mil. hours | Trend    | Aug 11 | 1 622.4      | 0.6     | 2.0        |
| Males   | Mil. hours | Trend    | Aug 11 | 996.5        | 0.4     | 1.5        |
| Females   | Mil. hours | Trend    | Aug 11 | 625.9        | 0.8     | 2.6        |
| <b>Average actual weekly hours worked</b>                             |            |          |        |              |         |            |
| Persons   | hours      | Original | Aug 11 | 34.2         | (d) 0.5 | (d) 0.2    |
| Full-time   | hours      | Original | Aug 11 | 41.4         | (d) 0.4 | (d) 0.2    |
| Part-time   | hours      | Original | Aug 11 | 17.3         | (d) 0.5 | (d) 0.2    |
| <b>Average weekly earnings</b>  |            |          |        |              |         |            |
| All employees total earnings  | \$         | Trend    | May 11 | (e) 1 020.10 | 1.3     | 4.4        |
| Full-time adult ordinary time earnings                                | \$         | Trend    | May 11 | (e) 1 305.40 | 1.2     | 4.3        |
| Full-time adult total earnings  | \$         | Trend    | May 11 | (e) 1 359.10 | 1.2     | 4.4        |
| <b>Median hourly earnings (f)</b>                                     |            |          |        |              |         |            |
| Persons   | \$         | Original | May 10 | (e) 25.50    | na      | (g) 5.6    |
| Males   | \$         | Original | May 10 | (e) 26.70    | na      | (g) 4.6    |
| Females   | \$         | Original | May 10 | (e) 24.70    | na      | (g) 7.0    |
| <b>Wage price index</b>   |            |          |        |              |         |            |
| Total hourly rates of pay excluding bonuses                           | index      | Trend    | Jun 11 | 108.5        | 0.9     | 3.8        |
| <b>Employees who are trade union members in main job</b>              |            |          |        |              |         |            |
| Persons   | %          | Original | Aug 10 | 18.3         | na      | (c)-1.4    |
| Males   | %          | Original | Aug 10 | 17.9         | na      | (c)-2.2    |
| Females   | %          | Original | Aug 10 | 18.7         | na      | (c)-0.5    |
| <b>Employees(h) without paid leave entitlements of total employed</b> |            |          |        |              |         |            |
| Persons   | %          | Original | Nov 10 | 19.8         | na      | (c)-0.6    |
| Males   | %          | Original | Nov 10 | 16.2         | na      | (c)-0.2    |
| Females   | %          | Original | Nov 10 | 24.2         | na      | (c)-1.0    |
| <b>Methods of setting pay - all employees</b>                         |            |          |        |              |         |            |
| Award only  | %          | Original | May 10 | 15.2         | na      | (c)(g)-1.3 |
| Collective agreement  | %          | Original | May 10 | 43.4         | na      | (c)(g) 3.6 |
| Individual arrangement  | %          | Original | May 10 | 37.3         | na      | (c)(g)-1.4 |
| Owner managers of incorporated enterprises                            | %          | Original | May 10 | 4.1          | na      | (c)(g)-0.9 |
| <b>Industrial disputes</b>  |            |          |        |              |         |            |
| Working days lost   | '000       | Original | Jun 11 | 66.2         | 236.0   | 175.8      |
| Working days lost per 1,000 employees                                 | no.        | Original | Jun 11 | 6.5          | 225.0   | 170.8      |
| Average working days lost per employee(i)                             | '000       | Original | Mar 11 | 12.7         | -62.3   | -67.8      |
| <b>Job vacancies</b>  |            |          |        |              |         |            |
| Australia   | '000       | Trend    | Aug 11 | 183.7        | -1.3    | 1.1        |
| Private sector  | '000       | Trend    | Aug 11 | 166.4        | -1.3    | 1.0        |
| Public sector   | '000       | Trend    | Aug 11 | 17.4         | -1.5    | 1.5        |
| <b>Labour force status of families</b>                                |            |          |        |              |         |            |
| Children living without an employed parent(j)                         | %          | Original | Jun 10 | 13.9         | na      | (c)-1.1    |

na not available

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

(c) Change is in percentage points.

(d) Change is in hours worked.

(e) Estimates are rounded to the nearest 10 cents.

(f) Median non-managerial adult hourly ordinary time cash earnings.

(g) Same period two years ago.

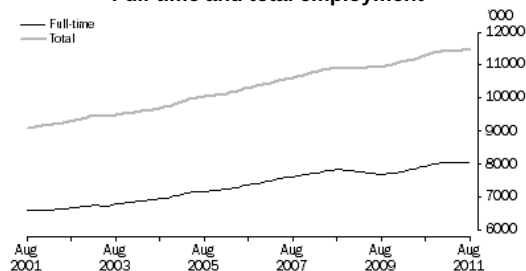
(h) Excludes owner managers of incorporated enterprises.

(i) Industrial disputes which ended during the period.

(j) As a proportion of all children aged under 15 years.

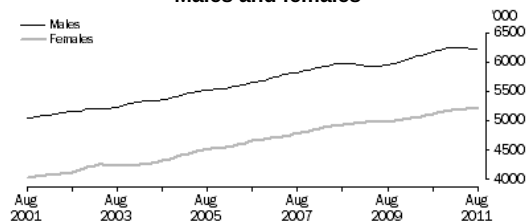
## EMPLOYMENT: TREND SERIES

Full-time and total employment



Sources: Labour Force Survey.

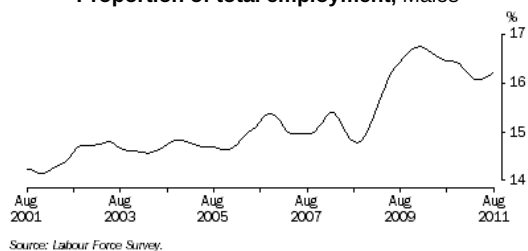
Males and females



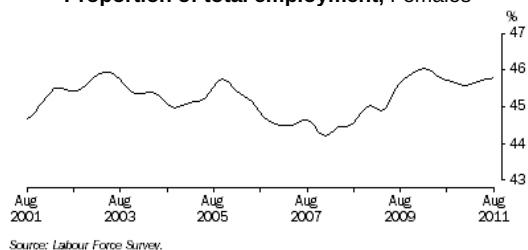
Sources: Labour Force Survey.

## PART-TIME EMPLOYMENT: TREND SERIES

Proportion of total employment, Males

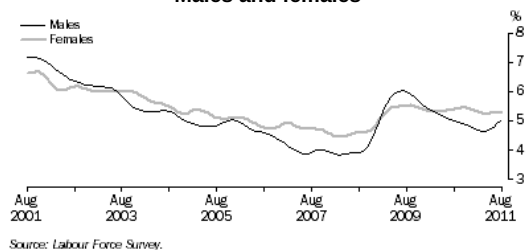


Proportion of total employment, Females



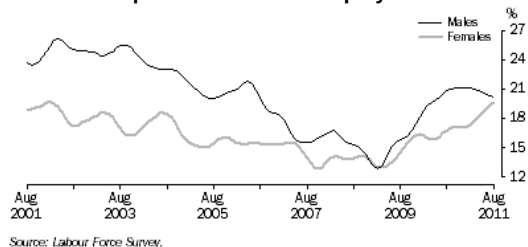
## UNEMPLOYMENT RATE: TREND SERIES

Males and females



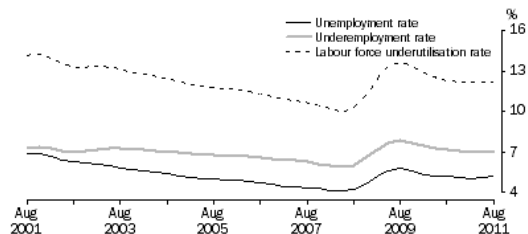
## LONG-TERM UNEMPLOYMENT: TREND SERIES

Proportion of total unemployment



## UNDERUTILISED LABOUR: TREND SERIES

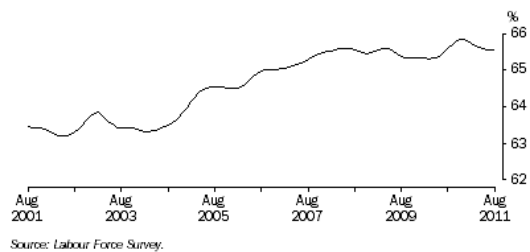
Labour force underutilisation rates



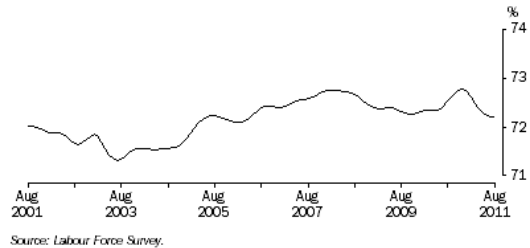
## PARTICIPATION RATE: TREND SERIES

Persons

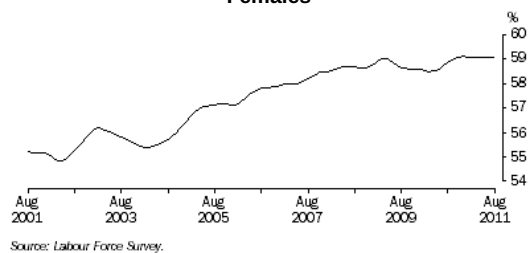




#### Males

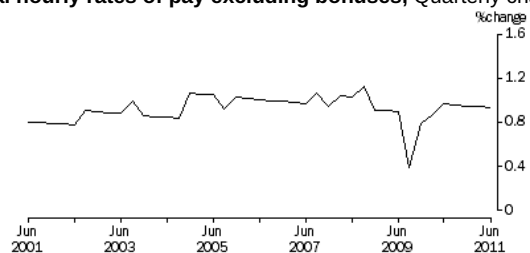


#### Females



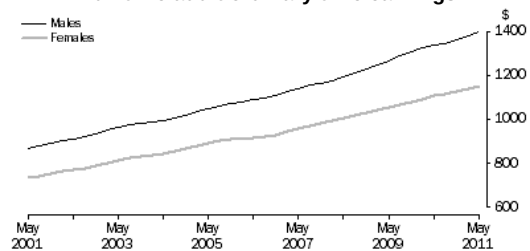
### WAGE PRICE INDEX: TREND SERIES

Total hourly rates of pay excluding bonuses, Quarterly change



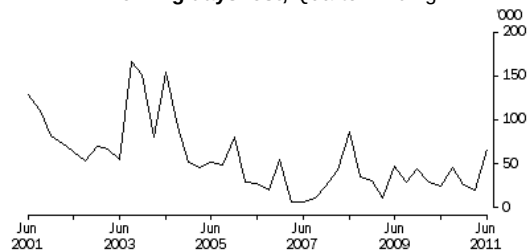
### AVERAGE WEEKLY EARNINGS: TREND SERIES

Full time adult ordinary time earnings



### INDUSTRIAL DISPUTES: ORIGINAL SERIES

Working days lost, Quarter Ending



## Labour Statistics News

Contents >> Labour Statistics News



### LABOUR STATISTICS NEWS

The Australian Bureau of Statistics is undertaking a number of reviews, developments and analytical projects to improve the relevance of labour market statistics and promote the effective use of these statistics. Labour Statistics News provides an overview of this work including contacts for further information. This section also includes details of the release of new statistical products by the Australian Bureau of Statistics.

This section contains the following subsection :

- Review of Topics @ a Glance - Labour
- Labour Statistics: Concepts, Sources and Methods
- Review of ABS Labour Household Surveys
- Recently Released Supplementary Surveys on Labour Topics
- Recently Released Business Surveys on Labour Topics
- Recent Conferences, Workshops and Events

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## Review of Topics @ a Glance - Labour

Contents >> Labour Statistics News >> Review of Topics @ a Glance - Labour

### REVIEW OF TOPICS @ A GLANCE - LABOUR

Later this year, a number of changes are planned for the Topics @ a Glance - Labour pages on the ABS website. These pages provide a guide to the full range of ABS statistics on the labour market, as well as links to the latest data releases. The revised Topics @ a Glance page will organise labour statistics topics thematically, assisting users in quickly and easily finding the information and data they require. To find Topics @ a Glance, go to <<https://www.abs.gov.au>> [Topics @ a Glance > People > Labour].

If you would like further information about the upcoming changes to Topics @ a Glance - Labour please contact Subhashni Subrail on (02) 6252 5188 or email <[s.subrail@abs.gov.au](mailto:s.subrail@abs.gov.au)>.

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## Labour Statistics: Concepts, Sources and Methods

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### UPDATE TO LABOUR STATISTICS: CONCEPTS, SOURCES AND METHODS

The ABS released the Labour Statistics: Concepts, Sources and Methods manual (cat. no. 6102.0) in August 2001. This paper publication was replaced by an electronic version of the manual, which has the same title but a different catalogue number (6102.0.55.001). Maintaining an electronic version allows the ABS to regularly update the manual to reflect the current concepts, sources and methods used in compiling Australian labour statistics. Several chapters have been updated, new chapters have been added and existing chapters have been renumbered over time.

Labour Statistics: Concepts, Sources and Methods provides a comprehensive discussion and description of the concepts and definitions underpinning Australian labour statistics and the data sources and methods used in the collection and compilation of these statistics. It explains what the statistics measure, how the various measures relate to each other and how they are produced. It also discusses the factors influencing their accuracy and reliability.

The manual aims to help statistics users to improve their understanding of the range of Australian labour statistics, leading to better analyses and informed decision-making based on those statistics. It offers users a comprehensive discussion and description of the different labour statistical series. The material is a valuable resource for economists, social analysts, educators, government and industry advisers, and others wanting to understand the methodology behind key labour statistical series like the Labour Force Survey, the Wage Cost Index, and the Survey of Average Weekly Earnings.

The latest issue of Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001) was released on-line in 2007 and various individual chapters have been updated since then. The Labour Market Statistics Section is currently in the process of reviewing the content and structure of all Labour Statistics: Concepts, Sources and Methods chapters to reflect international developments in concepts and changes in ABS statistical collections. Revised versions of the current chapters will be published in the near future. These new versions of the chapters will be released as they become available and will replace existing versions of the chapters in the 2007 publication. All updates will be listed and future updates will be added as they occur in the "History of Labour Statistics: Concepts, Sources and Methods" section on the summary page of the publication.

For further information please contact Kirsty Leslie on (02) 6252 5436 or email <[kirsty.leslie@abs.gov.au](mailto:kirsty.leslie@abs.gov.au)>.

## Review of ABS Labour Household Surveys

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### REVIEW OF ABS LABOUR HOUSEHOLD SURVEYS

#### REVIEW OF THE LABOUR HOUSEHOLD SURVEY PROGRAM & THE LABOUR FORCE SURVEY OUTPUT REVIEW

The user consultation phase of the labour household surveys content review and the labour force survey output review has been completed. We greatly appreciate the time and effort of those who contributed either by meeting in person or sending a written submission. The feedback gained from this consultation is being considered in the development and refinement of the new program. Both reviews are nearing finalisation and users will be advised of outcomes once complete.

## Recently Released Supplementary Surveys on Labour Topics

Contents >> Labour Statistics News >> Recently Released Supplementary Surveys on Labour Topics

### RECENTLY RELEASED SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys which provide detailed information on a range of topics. Recently released results from supplementary surveys on labour-related topics comprise of: Labour Force Experience (cat. no. 6206.0) and Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership Survey, Basic and Expanded CURF (cat. no. 6202.0.30.001).

#### RELEASE OF LABOUR FORCE EXPERIENCE SURVEY

In August 2011, the ABS released Labour Force Experience, Australia, February 2011 (cat. no. 6206.0), which presents information about the labour force experience of people aged 15 years and over during the 12 months ending February 2011. The survey contains information about time spent in labour force activities, including episodes of working or looking for work, and time spent out of the labour force.

In February 2011, there were 17.9 million persons aged 15 years and over. During the 12 months to February 2011, 75% of these persons did not change their labour force status.

There were 12.9 million persons aged 15 years and over who participated in the labour force at some time during the year. That is, 72% of Australians aged 15 years and over either worked or looked for work at some time during this period. Of the persons who were in the labour force at some time during the 12 months ending February 2011, 70% spent the whole year in the labour force.

More details are available from the publication.

#### RELEASE OF CONFIDENTIALISED UNIT RECORD FILE: LABOUR FORCE SURVEY AND EMPLOYEE EARNINGS, BENEFITS AND TRADE UNION MEMBERSHIP - Basic and Expanded CURF

The 2010 Labour Force Survey and Employee Earnings, Benefit and Trade Union Membership Survey, Basic and Expanded CURF (cat. no. 6202.0.30.001) was released on 26 August 2011 on the ABS website <<https://www.abs.gov.au>>. The Basic CURF is available on CD-ROM and the expanded CURF is accessible through the ABS Remote Data Access Laboratory (RADL) and the ABS Data Laboratory (ABSDL). The Employee Earnings, Benefits and Trade Union Membership (EEBTUM) survey presents information about the distribution of weekly earnings of employees, their entitlement to core employment benefits such as paid leave, superannuation contributions made by employer on behalf of employee, and trade union membership. This information can be cross-classified by a range of personal characteristics such as age, sex and country of birth, and by characteristics of employment such as full-time or part-time status, industry and occupation of main job.

Some of the key data items on the EEBTUM CURF include:

- Detailed labour force and demographic characteristics for the civilian population aged 15 years and over;
- Employees data on earnings, leave entitlements, superannuation entitlement to other benefits; and
- Trade union membership.

The Technical Manual Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership - Basic and Expanded CURF (cat. no. 6202.0.30.002) explains the data content, technical details and conditions of use and should be used in conjunction with the CURF. An Excel spreadsheet listing all the data items available on the CURF accompanies the Technical Manual.

## Recently Released Business Surveys on Labour Topics

Contents >> Labour Statistics News >> Recently Released Business Surveys on Labour Topics

### RECENTLY RELEASED BUSINESS SURVEYS ON LABOUR TOPICS

Business surveys are the primary source of data on earnings, jobs and job vacancies, all of which provide insight into the demand for labour in the Australian labour market. A number of surveys have regular quarterly releases, such as Average Weekly Earnings, Job Vacancies and

Industrial Disputes. Occasionally other releases from business surveys also occur, and recently a Confidentialised Unit Record File (CURF) from the Survey of Employee Earnings and Hours has been released. Details about this release are described below.

There has also been some enhancements to the Average Weekly Earnings series, and some future changes to this survey are planned. See below for more details.

## **RELEASE OF CONFIDENTIALISED UNIT RECORD FILE: SURVEY OF EMPLOYEE EARNINGS AND HOURS**

The 2010 Employee Earnings and Hours (EEH) expanded CURF (cat. no. 6306.0.55.001) was released on 29 September 2011 on the ABS website <<https://www.abs.gov.au>>. The CURF is accessible through the ABS Remote Data Access Laboratory (RADL) and the ABS Data Laboratory (ABSDL). The EEH survey produces estimates of the composition and distribution of employee earnings, the hours for which they are paid, and the methods used to set their pay (i.e. award only, collective agreement, or individual arrangement). EEH is the only ABS source of information on methods of setting pay.

Some of the key data items on the EEH CURF include:

- Weekly earnings - Ordinary time, Overtime, Amounts salary sacrificed, and Total earnings (available as continuous variables);
- Hours paid for - Ordinary time, Overtime, and Total hours paid for (available as continuous variables);
- Methods of setting pay;
- Employee characteristics - e.g. Sex, Full-time/Part-time status, Managerial status, Occupation (available at the 1, 2, and 3 digit ANZSCO level), Type of employee (Permanent, Fixed-term, Casual);
- Business characteristics - Industry (1 digit ANZSIC level), and Employer unit size (under 20 employees, or 20 or more employees); and
- Jurisdictional information - Jurisdictional coverage of pay-setting arrangements and Jurisdiction of registered agreement.

The Technical Manual: Employee Earnings and Hours, CURF, Australia (cat. no. 6306.0.55.002) explains the data content, technical details and conditions of use and should be used in conjunction with the CURF. An Excel spreadsheet listing all the data items available on the CURF accompanies the Technical Manual.

## **RELEASE OF AVERAGE WEEKLY CASH EARNINGS SERIES**

The average weekly cash earnings series inclusive of salary sacrifice was released on 18 August 2011 in Average Weekly Earnings, Australia, May 2011 (cat. no. 6302.0) and is available on the ABS Website Downloads tab of this release, under the data cubes heading. An information paper titled Information Paper: Release of Average Weekly Cash Earnings Series (cat. no. 6302.0.55.003) was released on 21 July 2011 outlining the background to the series, the classifications and time periods to be released, and where to find the data on the website.

## **FREQUENCY CHANGE OF AVERAGE WEEKLY EARNINGS**

The frequency of the average weekly earnings series will change from quarterly to biannual in 2012. It is intended that the May 2012 publication will be the last quarterly issue and the November 2012 publication the first produced on a biannual basis. From 2013 onwards, AWE data will be produced twice a year relating to May and November. This was first advised to users in the May 2011 issue of Average Weekly Earnings (cat. no. 6302.0), providing a fifteen month notice period to ensure AWE users have sufficient notice of the change.

If you would like further information about the forthcoming changes to Average Weekly Earnings statistics please contact the Manager, Survey of Average Weekly Earnings on Perth (08) 9360 5304.

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## **Recent Conferences, Workshops and Events**

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### **RECENT CONFERENCES, WORKSHOPS AND EVENTS**

Staff from the ABS Labour Statistics Program have recently presented a number of Introduction to Labour Statistics training courses.

#### **INTRODUCTION TO LABOUR STATISTICS TRAINING**

The ABS has recently conducted the Introduction to Labour Statistics in Canberra (on 24 August ) for Department of Education, Employment and Workplace Relations (DEEWR) staff. The ABS also conducted courses in Canberra (15 September), Sydney (21 September) and plans to conduct a course in Brisbane (13 October).

This course is designed for anyone who uses or needs to understand ABS Labour Statistics. The course provides an overview of the range of concepts and issues associated with ABS labour statistics. It explores the data produced by both household and employer based collections, and highlights the range of products available to access labour-related data.

Courses are currently being scheduled for delivery in 2012 for most State / Territory capital cities. For more details about this and other statistical training, or to register interest in a course, please refer to the ABS Training page or contact Kirsty Leslie on (02) 6252 5436 or email <[labour.statistics@abs.gov.au](mailto:labour.statistics@abs.gov.au)>

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## **Recent and Upcoming Releases**

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## RECENT AND UPCOMING RELEASES

| Release date/title of publication  | Reference period       | Catalogue number |
|--|------------------------|------------------|
| September 2011   |                        |                  |
| Industrial Disputes, Australia   | June qtr 2011          | 6321.0.55.001    |
| Australian National Accounts: National Income, Expenditure and Product             | June qtr 2011(a)       | 5206.0           |
| Labour Force, Australia  | August 2011            | 6202.0           |
| Labour Force, Australia, Detailed - Electronic Delivery                            | August 2011            | 6291.0.55.001    |
| Labour Force, Australia, Detailed, Quarterly                                       | August 2011            | 6291.0.55.003    |
| Australian Social Trends   | September 2011(a)      | 4102.0           |
| Labour Force, Australia: Labour Force Status and Other Characteristics of Families | June 2011              | 6224.0.55.001    |
| Microdata: Employee Earnings and Hours, CURF, Australia                            | May 2010               | 6306.0.55.001    |
| Technical Manual: Employee Earnings and Hours, CURF, Australia                     | May 2010               | 6306.0.55.002    |
| Job Vacancies, Australia   | August 2011            | 6354.0           |
| Australian Economic Indicators   | October 2011(a)        | 1350.0           |
| October 2011   |                        |                  |
| Australian Labour Market Statistics  | October 2011(a)        | 6105.0           |
| Labour Force, Australia  | September 2011         | 6202.0           |
| Labour Force, Australia, Detailed - Electronic Delivery                            | September 2011         | 6291.0.55.001    |
| Australian Economic Indicators   | November 2011(a)       | 1350.0           |
| November 2011  |                        |                  |
| Labour Force, Australia  | October 2011           | 6202.0           |
| Labour Price Index, Australia  | September 2011         | 6345.0           |
| Labour Force, Australia, Detailed - Electronic Delivery                            | October 2011           | 6291.0.55.001    |
| Average Weekly Earnings, Australia   | August 2011            | 6302.0           |
| Australian Economic Indicators   | December 2011(a)       | 1350.0           |
| December 2011  |                        |                  |
| Industrial Disputes, Australia   | September qtr 2011     | 6321.0.55.001    |
| Barriers and Incentives to Labour Force Participation, Australia                   | July 2010 to June 2011 | 6239.0           |
| Australian National Accounts: National Income, Expenditure and Product             | September qtr 2011(a)  | 5206.0           |
| Labour Force, Australia  | November 2011          | 6202.0           |
| Retirement and Retirement Intentions, Australia                                    | July 2010 to June 2011 | 6238.0           |
| Australian Social Trends   | December 2011(a)       | 4102.0           |
| Labour Force, Australia, Detailed - Electronic Delivery                            | November 2011          | 6291.0.55.001    |
| Labour Force, Australia, Detailed, Quarterly                                       | November 2011          | 6291.0.55.003    |
| Australian Economic Indicators   | January 2012(a)        | 1350.0           |
| January 2012   |                        |                  |
| Job Vacancies, Australia   | November 2011          | 6354.0           |
| Australian Labour Market Statistics  | January 2012(a)        | 6105.0           |
| Job Search Experience, Australia   | July 2011              | 6222.0           |
| Labour Force, Australia  | December 2011          | 6202.0           |
| Labour Force, Australia, Detailed - Electronic Delivery                            | December 2011          | 6291.0.55.001    |
| Australian Economic Indicators   | February 2012(a)       | 1350.0           |

(a) Refers to the issue of the publication, not the reference period

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## Articles and Analysis

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## ARTICLES AND ANALYSIS

This section contains the following subsection :

- Article archive
- Fifty Years of Labour Force: Now and Then
- Fact Sheet: Employment or jobs - what does the Labour Force Survey measure?

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## Article archive

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### AUSTRALIAN LABOUR MARKET STATISTICS ARTICLE ARCHIVE: APRIL 2003 - CURRENT

This section provides an archive of articles and analysis published in Australian Labour Market Statistics, promoting the effective use of labour market statistics. Articles are sorted by topic.

Articles on labour related topics are also regularly released in Australian Social Trends (cat. no. 4102.0).

**Most Recent Articles**  
**Economic Growth**  
**Employment Type**  
**Industrial Disputes**  
**Labour Force Survey**  
**Non-Standard Employment**  
**Retirement**  
**Technical Reports**

**Ageing**  
**Employee Remuneration**  
**Families**  
**Job Starters**  
**Migrants**  
**Occupation**  
**Trade Union**  
**Underemployment**

**Contractors**  
**Employment in ICT**  
**Hours Worked**  
**Labour Force Participation**  
**Multiple Job Holders**  
**Pay Setting**  
**Transitions**  
**Underutilisation**

| Unemployment   | Working Arrangements | Youth           |
|--|----------------------|-----------------|
| <b>Most Recent Articles</b>  |                      |                 |
| Fifty Years of Labour Force: Now and Then  |                      | October 2011    |
| Fact Sheet: Employment or jobs - what does the Labour Force Survey measure?              |                      | October 2011    |
|  |                      | < Back to top > |
| <b>Ageing</b>  |                      |                 |
| Experimental estimates of the average age at withdrawal from the labour force            |                      | January 2005    |
| Health, disability, age and labour force participation                                   |                      | April 2005      |
| Mature age people and the labour force   |                      | October 2004    |
| <b>Contractors</b>   |                      |                 |
| Independent Contractors  |                      | July 2009       |
|  |                      | < Back to top > |
| <b>Economic Growth</b>   |                      |                 |
| Do job vacancies provide a leading indicator of employment growth?                       |                      | April 2003      |
| Population, participation and productivity: contributions to Australia's economic growth |                      | July 2005       |
| Population, participation and productivity: contributions to Australia's economic growth |                      | January 2004    |
| <b>Employee Remuneration</b>   |                      |                 |
| Changes to ABS measures of employee remuneration   |                      | January 2007    |
| Comparison of ABS measures of employee remuneration                                      |                      | October 2005    |
| Labour Price Index   |                      | January 2005    |
| <b>Employment in Information and Communication Technology</b>                            |                      |                 |
| Employment in information and communication technology                                   |                      | October 2006    |
| Employment in information and communication technology                                   |                      | January 2005    |
| Employment in information and communication technology                                   |                      | January 2004    |
| <b>Employment Type</b>   |                      |                 |
| Changes in types of employment   |                      | October 2004    |
| Employment type  |                      | July 2008       |
| Employment type  |                      | July 2007       |
| Employment type  |                      | July 2006       |
| Employment type  |                      | October 2005    |
| Fact Sheet: Employment Classifications   |                      | July 2011       |
|  |                      | < Back to top > |
| <b>Families</b>  |                      |                 |
| Children living without an employed parent   |                      | July 2004       |
| Jobless Families   |                      | January 2009    |
| Maternity leave  |                      | July 2008       |
| Parental leave   |                      | April 2004      |
| Work and family balance  |                      | April 2009      |
| <b>Hours Worked</b>  |                      |                 |
| Aggregate monthly hours worked   |                      | July 2010       |
| Aggregate monthly hours worked: States and Territories                                   |                      | April 2011      |
| Labour force characteristics during recent economic downturns                            |                      | January 2011    |
| People who worked few hours  |                      | April 2005      |
| Trend in hours worked  |                      | October 2010    |
|  |                      | < Back to top > |
| <b>Industrial Disputes</b>   |                      |                 |
| Industrial Disputes  |                      | July 2004       |
| <b>Job Starters</b>  |                      |                 |
| First job starters   |                      | January 2008    |
| Job starters   |                      | October 2005    |
| <b>Labour Force Participation</b>  |                      |                 |
| Full-time and part-time participation in Australia: a cohort analysis                    |                      | July 2005       |
| Labour force characteristics during recent economic downturns                            |                      | January 2011    |
| Labour force participation in Australia  |                      | January 2005    |
| Labour force participation: international comparison                                     |                      | January 2004    |
| The relationship between GDP and employment  |                      | January 2006    |
|  |                      | < Back to top > |
| <b>Labour Force Survey</b>   |                      |                 |
| Fifty Years of Labour Force: Now and Then  |                      | October 2011    |
| Fact Sheet: Employment or jobs - what does the Labour Force Survey measure?              |                      | October 2011    |
| <b>Migrants</b>  |                      |                 |
| Country of birth   |                      | October 2003    |

|  |                                 |
|--|---------------------------------|
| Labour outcomes of migrants  | January 2006                    |
| <b>Multiple Job Holders</b>  |                                 |
| Multiple job holders   | April 2004<br>< Back to top >   |
| <b>Non-Standard Employment</b>   |                                 |
| Job flexibility of casual employees  | April 2009                      |
| Labour hire workers  | January 2010                    |
| Measures of casual employment  | October 2008                    |
| <b>Occupation</b>  |                                 |
| Spotlight on Occupation  | April 2004<br>< Back to top >   |
| <b>Pay Setting</b>   |                                 |
| Jurisdictional coverage of pay-setting arrangements                                      | July 2009                       |
| Jurisdictional coverage of pay-setting arrangements                                      | January 2008                    |
| Methods of setting pay   | October 2009                    |
| Methods of setting pay   | April 2007                      |
| Methods of setting pay   | April 2005                      |
| Methods of setting pay   | April 2004                      |
| Trends in employee methods of setting pay and jurisdictional coverage                    | July 2011                       |
| <b>Retirement</b>  |                                 |
| Retirement Intentions  | January 2009<br>< Back to top > |
| <b>Trade Union</b>   |                                 |
| Trade union membership   | July 2010                       |
| Trade union membership   | April 2004                      |
| <b>Transitions</b>   |                                 |
| Changes in where people work over time   | October 2006                    |
| Interstate commuters: An analysis of 2006 Census data                                    | October 2008                    |
| Job search experience: methods and barriers in finding jobs                              | April 2004                      |
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# Fifty Years of Labour Force: Now and Then

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## FIFTY YEARS OF LABOUR FORCE: NOW AND THEN

### INTRODUCTION

Information on people's experience in the labour market - when and whether they work, in what sort of jobs and for how many hours a week - is a window into Australia. It highlights changes in both our economy and society and the interactions between them. The ABS collects this information through its Labour Force Survey (LFS).

The LFS is the Bureau's longest running household survey and has provided the basis on which the Australian Bureau of Statistics (ABS) has built an extensive program of labour and social surveys of the Australian population. The LFS provides official statistics about the number of employed and unemployed Australians and their working arrangements. Labour statistics are used by government and business analysts, academics, employee and employer organisations, and the community, and they help in the development, monitoring and evaluation of policy.

November 2011 marks the 50th anniversary of the ABS Labour Force and Supplementary Survey Program. A lot has changed since its humble beginnings when the LFS first started, not only in the way the data are collected and disseminated, but - more importantly - in the numbers themselves. Australia in 2011 is a very different place to the Australia of 1961. This article compares then and now and pays particular attention to a number of important trends over the past half century: the increase of women working, the rise of part-time employment, and changes within industry and occupation.

### A note on data comparability over time

Although LFS data are available as far back as November 1960, the majority of historical comparisons in the article between now and then are from 1966. This is mainly because prior to 1964 the LFS was run only in six state capital cities. Also, data between 1960 and 1965 are fairly limited; there is no breakdown between full-time or part-time work; the age groupings are very broad; nor is there data available on industry or occupation. Although there have been some key changes to the LFS, it's important to note that the Labour Force Framework, on which the LFS is based, has conceptually remained the same since it was first developed (though there have been some minor amendments made in accordance with International Labour Organisation guidelines). Any changes made to the LFS since 1966 have had minimal impact to the time series.

## THE AVERAGE AUSTRALIAN WORKPLACE WAS VERY DIFFERENT 50 YEARS AGO

### 1960s - The tea lady, smoking and the introduction of the Pill.....

In the 1960s, tea ladies did the rounds, smoking in the workplace was the norm, and the standard working week was Monday to Friday - nine to five. Three weeks annual leave became the standard across Australia in 1963, and it wasn't until 1999 that the ACTU secured personal carer's leave, maternity/paternity/adoption leave and equal pay for all Australian workers. (Endnote 1)

The labour force was characterised by a marked division of the sexes and their expected roles in society. For men, the traditional role was to be the breadwinner and support a wife and young family. Consequentially, part-time work was uncommon and childcare was rare, leaving women the option of either starting a family, or working full-time (but not in the public service - it wasn't until 1966 that married women were allowed to work for the Commonwealth Public Service for instance)! In 1961 it was common for women to marry young. The median age for first brides was 21 years (Endnote 2), and it was common for women to have their first baby in their early 20s. The fertility rate was 3.5 babies per woman. (Endnote 3)

In the late 1960s, Australian women began to question the restrictive roles society had placed on them. Many women felt there was more to life than raising children and 'keeping house'. Women marched, protested and pressured governments in a bid to gain equal rights in all aspects of life including the workplace, education, politics and sport. The introduction of the contraceptive pill in the 1960s granted women greater sexual freedom, and allowed them to control whether and when they had children. The role of women in society began to be challenged.

### 2011 - Flexible hours, access to family friendly leave and adequate child care.....

Fast forward to August 2011, and the beloved tea lady has been replaced by handwritten notes at the coffee point warning staff to clean up after themselves, and smoking is no longer permitted in, or outside, many offices. Women are starting a family much later in life, having



fewer children (the fertility rate has fallen to 1.8 births per woman) and they are often having children without marrying first. In 2009, 35% of the babies born were to unmarried parents. (Endnote 4) The crude marriage rate was 5.5 marriages per 1,000 estimated resident population in 2009 (Endnote 5), compared with 9.2 marriages per 1,000 estimated resident population in 1969. (Endnote 3)

The nature of the labour force has changed remarkably over the last 50 years. Today, people are working an increasingly diverse range of hours and patterns, often related to their stage of life or family circumstances. Flexible hours of work are important, as are access to family friendly leave provisions and affordable child care. As women's labour force participation has increased, there has been a corresponding increase in the demand for child care places. (Endnote 6)

There has been significant growth in employment, and increased participation in the labour force, particularly for women. (Endnote 6) This is largely due to the increased proportion of women returning to work after having children. There is also considerable diversity in how families participate in the labour force. The traditional male breadwinner arrangements have declined since the 1960s, and now both partners of couple families are likely to be employed. People have access to more paid leave entitlements and types of leave than those of 50 years ago; personal carer's leave, and maternity/paternity/adoption leave all form part of the family friendly leave provisions which help parents juggle paid work and family responsibilities, the latest being the national Paid Parental Leave scheme which was introduced in January 2011. Other recent changes include the *Fair Work Act, 2009*, which effectively gives parents and other people caring for young children the right to make formal requests for flexible work arrangements. Finding ways to balance work and family life is a constant challenge, especially for families with young children. Achieving this balance is important for the well-being of parents and their children. (Endnote 7)

## CHANGING ROLE OF WOMEN

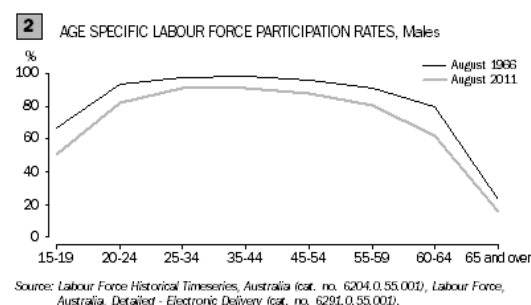
There has been significant growth in employment, and increased participation in the labour force over the last 50 years, particularly for women. Women's participation in the labour force in August 2011 is 59%, almost double that of August 1961 (34%). Changing social attitudes, the availability of safe contraception and planned parenting, as well as adequate child care facilities have all helped to allow women to continue their careers. The growth in availability of part-time work has helped too.

In August 1966, labour force participation for women reduced dramatically during the prime child raising years (20-24 and 25-34 year age groups), with the majority of women never to return to the labour force. In contrast, although a relatively slight 'nappy valley' effect can be seen between the ages 20-54, labour force participation in August 2011 is still a lot higher than it was and remains relatively unaffected by age from 20-54.



At the same time that women's participation in the labour force has increased, there has been a noticeable decline in the labour force participation of men (82% in August 1961 to 72% in August 2011). This may be due to greater retention in school and further education, as well as earlier retirement.

Although the number of employed only tells a part of the story, it's important to note the proportion of men employed full time declined substantially in recent decades. In August 1966, 80% of men aged over 15 were employed full time. By August 2011, this proportion had fallen to 57%. It's difficult to determine the main factors responsible for the decline. One working paper from the Melbourne Institute of Applied Economic and Social Research suggests the decline in male employment may be attributable to a combination of factors including population ageing, increased educational attainment, decreased incidence of partnering and dependent children, and increased educational attainment and employment of partners for those men who are partnered. (Endnote 8) That said, although the participation rates for women have experienced large gains over the last 50 years, participation rates for men still remain higher, except in the 15 to 19 year age group.



## A BRIEF HISTORY OF THE LABOUR FORCE SURVEY

The first Labour Force Survey was run in November 1960, with the first supplementary survey in November 1961. Initially, it was known as the Survey of Employment and Unemployment or the Work Force Survey, and it was the first household survey ever run by the ABS. It was made possible by the integration of the state and federal statistical agencies into a single bureau and major advances in survey methods and technology. It was driven by keen interest from the Commonwealth Treasury for a reliable economic indicator of the health of the labour force. The survey was originally run quarterly. It only covered the six state capital cities, and excluded Australian Aboriginal and Torres Strait Islander Peoples, but by 1966 the survey had expanded to include regional and Indigenous Australians.

The original survey form was a card about half the size of an A4 sheet, and contained only 23 questions. It wasn't long before the value of interviewing 38,000 households four times a year captured the imagination and the survey began to expand. Initially the program of household surveys comprised only the LFS, however in November 1961 the first supplementary survey topic 'Internal Migration' was

included. By the end of the 1960s, 25 different supplementary surveys had been run, tagged onto the back of the Labour Force Survey form. They covered a broad range of economic and social topics, including education, work experience, travel, chronic illness, superannuation, child care, income and ex-servicemen. One of the most unusual was run on behalf of the Victorian Egg Board on the number of hens kept - and eggs produced - at home. Additional questions were also added to the main Labour Force Survey, including family relationship which led to the first issue of family-based Labour statistics in 1974. As the survey expanded and more data was collected, interviewers in the 1960s and 70s had to cope with more and more questions being squeezed onto the form, so font sizes became increasingly small. By 1978, common-sense prevailed and the size of the form was doubled to A4.

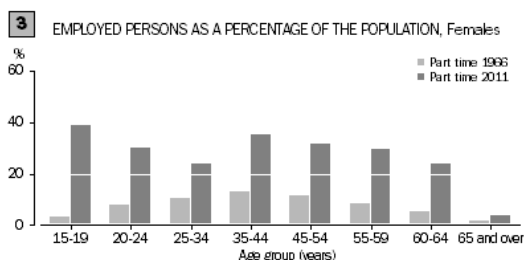
In February 1978, the survey frequency changed from quarterly to monthly, and was adopted as the official source of national measures of employment and unemployment. The ABS has carefully maintained the monthly series from this point onwards, managing the introduction of new classifications and survey changes with a minimum of disruption to the consistency of the data. The content has also expanded, including the introduction of regional estimates in October 1982 and annual Indigenous estimates in 1994. In November 1989, the survey form was updated to make use of new optical scanning technology - very much like the current Census form today. Since then we've introduced telephone interviewing (1996) and computer assisted interviewing (2003) which have done away with pen and paper. We now input the data directly into our systems. Back in the 1960s, it took about 3 years to publish the first survey results. The time between the last interview of the month and the published results is now less than 3 weeks!

The data are now easier and cheaper to access. We've moved on from providing books retailing from \$30-\$40, to diskettes and CD-ROMs and teletext and the 0055-dial-a-statistic services (75c per min), to taking advantage of the world wide web to publish free electronic publications, Excel spreadsheets, and SuperTABLE datacubes. Recent developments in technology and data manipulation have allowed us to provide new ways of looking at Labour Force Survey data, such as the Aggregate monthly hours worked series released in 2009.

## PART-TIME TRENDS FOR WOMEN

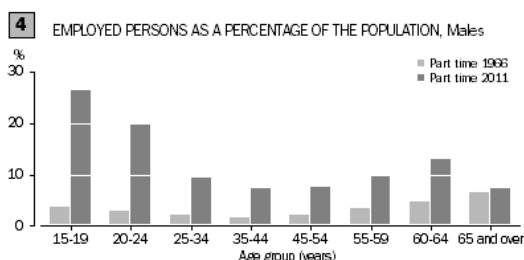
One of the most noticeable developments in the labour market over the past 50 years has been the substantial growth in part-time work. Part-time work is defined by the ABS as employed people who usually work fewer than 35 hours per week in all jobs (and did so in the survey's reference week). Part-time work enables people to combine work with other activities and commitments. This is especially important for women with young children and those, primarily young people, who are studying.

Having young children has a large influence on women's labour force participation. Nowadays many women reduce their working hours while their children are young, rather than leave the labour force altogether as was previously more often the case. In August 2011, the proportion of women working part-time in the 25 to 34 year age group (24%), although lower than women in the younger or older age groups, was still 2 times higher than it was in August 1966 (11%).



Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed - Electronic Delivery (cat. no. 6291.0.55.001).

Part time work has always been dominated by women: close to three-quarters of part-timers are women in August 2011. However, in recent years there has been an increase in the proportion of men working part-time. There is a clear U shaped graph: men at the start or end of their working lives are more likely to be part-time than those in the prime working years. Many younger men combine work with study, while those in their late 50s or older may be in a transition to retirement. In 2008/09, a quarter of men in the 55 to 59 age bracket intended to retire from working full-time and were working part-time. (Endnote 9) Differences are less noticeable for women of different ages.



Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed - Electronic Delivery (cat. no. 6291.0.55.001).

## CHANGE IN INDUSTRIES

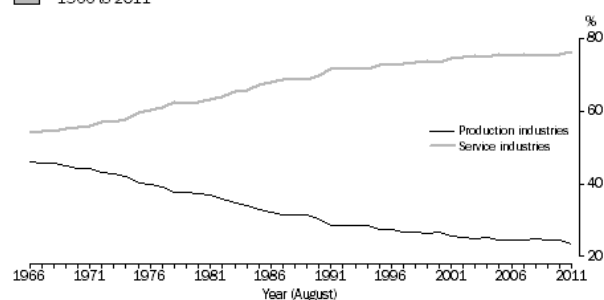
In the 1960s, Australia evolved from a nation of primary industries - of sheep, cattle and wheat - to one of manufacturing. By the late 1960s refrigerators, washing machines, vacuum cleaners and cars became increasingly available to Australians. This is reflected in the industries which employed most people in August 1966; Manufacturing (26%) and Wholesale and retail trade (21%).

Manufacturing is now a relatively much smaller component of the economy today than it was in the past (accounting for just 8% of employed people). In August 2011, the Health care and social assistance industry employed more people than any other (12%), followed by Retail trade (11%) and Construction (9%). Agriculture and Mining only account for 3% and 2% of all employed people now. The growth in some service industries also reflect a changing Australia; some 77% more people now work in the child care industry compared to just 10 years ago.

### Production and service industries

In August 1966, 46% of all employed people in Australia worked in production industries. Fast forward to 45 years later, and that proportion has halved to 23%. During that 45 year period, almost all employment growth has been in the service sector, the workforce of which has more than tripled from 2.6 million to 8.7 million, a relative rise from 54% of all employed people in August 1966, to 77% in August 2011. Meanwhile the number of people working in production industries remained steady at between 2.2 and 2.7 million.

**5** PROPORTION OF ALL EMPLOYED PEOPLE IN THE PRODUCTION AND SERVICE INDUSTRIES: 1966 to 2011



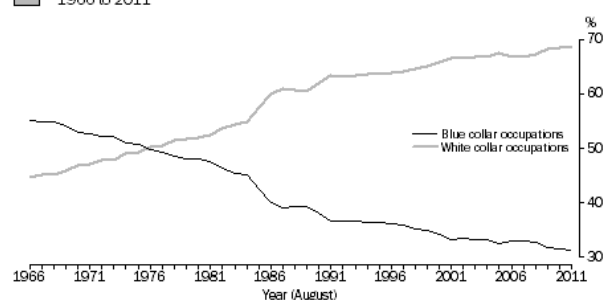
Note: Refer to Endnotes 10 & 11 for further information regarding production and service industries.  
Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed, Quarterly (cat. no. 6291.0.55.003).

## CHANGE IN JOBS

The type of jobs occupied in the 1960s reflected the more hands on and physical work, predominantly associated with trades and lower skilled jobs, often referred to as blue collar work. The most common occupations in August 1966 were Tradesmen, production process workers and labourers (44%); Farmers, fishermen, timber getters (12%); and Clerical (9%).

The broad patterns of industrial change over the last 45 years can be seen in the occupations in which Australians work today. The shift away from production to service industries has reduced the opportunities for blue collar workers, and increased the opportunities for white collar workers. (Endnote 12) The most common occupations in August 2011 were Professionals (22%); Clerical and administrative workers (15%); and Technicians and trades workers (14%).

**6** PROPORTION OF ALL EMPLOYED PEOPLE IN THE BLUE AND WHITE COLLAR OCCUPATION: 1966 to 2011



Note: Refer to Endnotes 13 & 14 for further information regarding blue and white collar occupations.  
Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed, Quarterly (cat. no. 6291.0.55.003).

## ENDNOTES

1. Australian Council of Trade Unions, About Trade Unions, viewed 28 September, 2011, <[www.actu.org.au](http://www.actu.org.au)>.
2. Australian Bureau of Statistics, Marriages, Australia, 1977, cat. no. 3306.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>.
3. Australian Bureau of Statistics, Australian Historical Population Statistics, 2008, cat. no. 3105.0.65.001, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>.
4. Australian Bureau of Statistics, Births, Australia, 2009, cat. no. 3301.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>.
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6. Department of the Prime Minister and Cabinet, Families in Australia Report: 2008, Chapter 7: Balancing Work and Family, DPMC, Canberra, <[www.dPMC.gov.au](http://www.dPMC.gov.au)>.
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8. Black, D. and Tseng, Y. and Wilkins, R. 2009, 'Examining the Role of Demographic Change in the Decline in Male Employment in Australia: A Propensity Score Re-weighting Decomposition Approach', Melbourne Institute Working Paper Series No. 24/09, Melbourne Institute of Applied Economic and Social Research, Melbourne, <[www.melbourneinstitute.com](http://www.melbourneinstitute.com)>.
9. Australian Bureau of Statistics, Retirement and Retirement Intentions, 2008/09, cat. no. 6238.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>.
10. Production industries in graph 5 refer to:
  - 1966 to 1984: Agriculture, forestry and hunting, Mining, Manufacturing, Electricity, gas and water, Construction.
  - 1985 to 1993: Agriculture, forestry and fishing, Mining, Manufacturing, Electricity, gas and water supply, Construction.
  - 1994 to 2011: Agriculture, forestry and fishing, Mining, Manufacturing, Electricity, gas, water and waste services, Construction.
11. Service industries in graph 5 refer to:

- 1966 to 1984: Wholesale and retail trade, Transport and storage, Communication, Finance, property and business services, Public administration and defence, Community services, Recreation, personal and other services.
- 1985 to 1993: Wholesale trade, Retail trade, Accommodation, cafes and restaurants, Transport and storage, Communication services, Finance and insurance, Property and business services, Government administration and defence, Education, Health and community services, Cultural and recreational services, Personal and other services.
- 1994 to 2011: Wholesale trade, Retail trade, Accommodation and food services, Transport, postal and warehousing, Information media and telecommunications, Financial and insurance services, Rental, hiring and real estate services, Professional, scientific and technical services, Administrative and support services, Public administration and safety, Education and training, Health care and social assistance, Arts and recreation services and Other services.

12. Australian Bureau of Statistics, 1997, 'Paid Work: Changing industries, changing jobs', Australian Social Trends, cat. no 4102.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>

13. Blue collar occupations refer to:

- 1966 to 1984: Farmers, fisherman, timber-getters etc, Miners, quarrymen and related workers, Transport and communication, Tradesmen, production-process workers and labourers, Service, sport and recreation workers.
- 1986 to 1995: Tradespersons, Plant and machine operators, and drivers, Labourers and related workers.
- 1996 to 2011: Technicians and trades workers, Machinery operators and drivers, Labourers.

14. White collar occupations refer to:

- 1966 to 1984: Professional, technical etc, Administrative, executive and managerial, Clerical, Sales, Service, sport and recreation.
- 1986 to 1995: Managers and administrators, Professionals, Para-professionals, Clerks, Salespersons and personal service workers.
- 1996 to 2011: Managers, Professionals, Community and personal service workers, Clerical and administrative workers, Sales workers.

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## Fact Sheet: Employment or jobs - what does the Labour Force Survey measure?

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### FACT SHEET: EMPLOYMENT OR JOBS - WHAT DOES THE LABOUR FORCE SURVEY MEASURE?

The monthly Labour Force Survey (LFS) is the official source of Australian employment and unemployment statistics. Current estimates of the number of people who are employed, unemployed and not in the labour force, classified by sex, full-time / part-time status, and state and territory are released in the Labour Force, Australia (cat. no. 6202.0) publication each and every month. However, commentators often refer to the increase (decrease) in employment from month to month as the number of jobs created (lost). This is an incorrect inference as estimates of employment from the LFS (an ABS household survey) refer to counts of people rather than jobs.

The LFS is designed to produce estimates of the number of people engaged in economic activity and the definition used aligns closely with international standards and guidelines. The concept of employment used in the LFS (and other ABS household surveys) differs to the concept used in ABS business surveys, where estimates are based on the number of jobs involving paid employment. For example, a person holding multiple jobs with different employers would be counted in ABS household surveys as employed once, but in ABS business surveys would be counted once for each job that they held.

Estimates of the number of employee jobs from ABS business surveys are most commonly compared to estimates of the number of persons in paid employment (referred to as employees) from ABS household surveys. However, estimates of employees from household surveys are not equivalent to estimates of employee jobs from business surveys for the same reason as described above. An example of an ABS business survey which provides estimates of the number of employee jobs (limited to the public sector) is the Survey of Employment and Earnings (SEE). Estimates of employee jobs from Employment and Earnings, Public Sector, Australia (cat. no. 6248.0.55.002) can only be compared to estimates of the number of employees in the LFS, if the differences outlined above are considered and ideally quantified. For the purposes of this comparison, the estimates from the LFS would provide counts of the number of people in employee jobs whereas estimates from the SEE would provide counts of the number of jobs that are occupied by employees. People who appear on more than one payroll are only counted once in the LFS, whereas in the SEE they are counted once for each payroll on which they appear.

The situation of equating people with jobs arises most frequently as a result of commentators using the terms "jobs" and "employment" (or employed people / persons) interchangeably. This loose use of terminology often leads to a misinterpretation and misrepresentation of data. This misuse of data is exacerbated when the discussion includes a distinction between full-time and part-time work.<sup>1</sup> Whether commentators refer to the number of or the change in the level of the number of employed persons, it is important to clarify the distinction between full-time employment and a full-time job. A person in full-time employment can hold more than one job (for example, two part-time jobs for which the combined number of hours worked totals 35 hours or more per week), whereas a full-time job represents one person employed full-time.

A number of examples illustrate this:

- if an unemployed person became employed full-time (by starting one full-time job), then the full-time employment estimate from the LFS would increase by one (in a business survey, or a 'jobs' count, this would lead to an increase in the jobs estimate by one);
- if an unemployed person became employed full-time (by starting two part-time jobs with a total of 35 hours of work or more per week), then the full-time employment estimate from the LFS would increase by one (however, in a business survey, or a 'jobs' count, this would lead to an increase in the jobs estimate by two);
- if a person who was already employed in one part-time job took on another part-time job, this would have differing impacts on the employment estimates from the LFS depending on the total number of hours worked: if the sum of hours worked in the two part-time jobs was fewer than 35 hours per week, the employment estimates from the LFS would remain unchanged, but if the sum of hours worked was 35 hours or more, the employment estimates from the LFS would show a decrease of one in part-time employment and an increase of one in full-time employment (however, in both cases this would lead to an increase of one in the jobs estimate from a business survey);
- if a person who was employed in three part-time jobs (working a total of more than 35 hours per week) resigned from these and assumed one full-time job, this would have no impact on the employment estimates from the LFS (however, this would lead to a decrease of two in the jobs estimate - the number of part-time jobs would decrease by three while the number of full-time jobs would increase by one); and

- if a person employed in two part-time jobs became unemployed, the employment estimate from the LFS would decrease by one (however, this would lead to a decrease of two in the jobs estimate from a business survey).

To correctly cite the employment estimates from the LFS, commentators should refer to employment or the number of people employed, not the number of jobs. Multiple job holding is the main reason why estimates of employment from the LFS can not be equated to estimates of jobs. One employed person does not necessarily equate to one job - one person can hold more than one job. For example, the employment estimates from the July 2011 LFS reported the number of people employed as 11,446,600. This represented 10,815,000 people who held only one job during the reference period and 11,400 people who changed jobs during the reference period. A further 620,200 people (or 5.4% of all employed persons) held more than one job concurrently during the reference period. If it were assumed that each one of those people who held more than one job concurrently in the reference period held only two jobs, then the number of jobs in July 2011 would be approximately 12,066,800 (which, as expected, is a number greater than the estimate of people employed). If some of those with more than one job had three jobs, then the estimate of the number of jobs would be slightly higher.

#### END NOTE

1. Full-time work is differentiated from part-time work based on an hours worked cut-off. Persons employed full-time are those who worked 35 or more hours in the reference week, or those who usually work 35 hours or more. Part-time equates to working fewer than 35 hours per week.

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## About the ABS labour statistics program

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### ABOUT THE ABS LABOUR STATISTICS PROGRAM

#### LABOUR MARKET STATISTICS NATIONAL STATISTICS CENTRE

The Labour Market Statistics National Statistics Centre provides statistical leadership in the development, production and dissemination of labour market statistics. The area undertakes a range of activities to:

- promote the effective use of labour statistics;
- influence the development of national and international frameworks, and assist with their implementation; and
- improve the relevance and reliability of labour market statistics produced by the ABS.

The Labour Market Statistics National Statistics Centre represents the interests of key users to ensure that their requirements are reflected in the program of ABS household and employer based collections. It promotes strategies for increasing the awareness of, and access to, both ABS and non-ABS data on labour market issues. The section seeks to improve users' understanding of labour market data to

encourage the effective use of this data in discussions about labour market issues, for example through presenting the Introduction to Labour Statistics course and maintaining the Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001). For more information please contact Kirsty Leslie (Director) on (02) 6252 5436 or email <kirsty.leslie@abs.gov.au>.

#### **LABOUR EMPLOYER SURVEYS BUSINESS STATISTICS CENTRE**

The Labour Employer Surveys Business Statistics Centre is based in Perth and is responsible for a suite of national surveys which provide information about the structure and performance of the Australian labour market. Data are collected and produced in relation to average weekly earnings, job vacancies, industrial disputes, and employee earnings and hours. For more information about these surveys, please contact David Taylor (Acting Director) on (08) 9360 5275 or email <david.taylor@abs.gov.au>.

#### **LABOUR FORCE AND SUPPLEMENTARY SURVEYS HOUSEHOLD SURVEY CENTRE**

The Labour Force and Supplementary Surveys Household Survey Centre is responsible for the management of the Monthly Population Survey (MPS) which provides extensive information covering Australian labour supply and demand, and workplace relations. The MPS includes the Labour Force Survey, Labour Supplementary Surveys (LFSS) and the Multipurpose Household Survey (MPHS). The Labour Force Survey provides monthly estimates of the number of employed and unemployed people, the unemployment rate and the labour force participation rate. The LFSS and MPHS collect information on a range of labour topics including forms of employment, job search experience, labour mobility, employee earnings, benefits and trade union memberships, underemployed workers, people not in the labour force, retirement, and work-related injuries. For more information about the work of this section, please contact Colin Rogers (Acting Director) on (02) 6252 7380 or email <colin.rogers@abs.gov.au>.

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## **Introduction to Labour Statistics training course**

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### **INTRODUCTION TO LABOUR STATISTICS TRAINING COURSE**



Introduction to Labour Statistics is a one-day training course run in partnership between the National Statistical Training Institute and the Labour Market Statistics National Statistics Centre.

The training course suits people with or without a related academic background, providing an overview of the range of concepts and issues associated with ABS labour statistics. It also explores the data produced by both household and employer based collections, and highlights the range of data available.

The course contents includes:

- Overview of ABS labour collections
- Labour supply and labour demand
- Measures of underutilised labour
- Labour market dynamics
- Describing employment conditions
- Information about population groups (including regions and Indigenous persons)
- Earnings and labour costs
- Industrial relations
- Guide to ABS data sources (including publications, spreadsheets, datacubes, standard errors, original/trend and seasonally adjusted series)

The course outcomes:

- Understanding of key labour concepts and issues
- Awareness of available ABS labour-related data and products.

Introduction to Labour Statistics training courses are generally held in each state capital each year, with courses currently scheduled in most state capitals for 2011/2012.

For more details about this and other statistical training, or to register interest in a course, please refer to the ABS Training page or contact Kirsty Leslie on (02) 6252 5436 or email <labour.statistics@abs.gov.au>.

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## **Related publications**

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### **RELATED PUBLICATIONS**

cat. no.

Frequency

|   |               |              |
|---|---------------|--------------|
| <b>Labour Force Survey</b>  |               |              |
| Labour Force, Australia   | 6202.0        | Monthly      |
| Labour Force, Australia - Electronic Delivery   | 6291.0.55.001 | Monthly      |
| Labour Force, Australia   | 6291.0.55.003 | Quarterly    |
| <b>Labour force supplementary surveys</b>   |               |              |
| Childhood Education and Care, Australia   | 4402.0        | Irregular    |
| Child Employment, Australia   | 6211.0        | Irregular    |
| Education and Work, Australia   | 6227.0        | Annual       |
| Employee Earnings, Benefits & Trade Union Membership, Australia   | 6310.0        | Annual       |
| Forms of Employment, Australia  | 6359.0        | Annual       |
| Job Search Experience, Australia  | 6222.0        | Annual       |
| Labour Force Experience, Australia  | 6206.0        | Biennial     |
| Labour Force Status & Other Characteristics of Recent Migrants, Australia   | 6250.0        | Triennial    |
| Labour Mobility, Australia  | 6209.0        | Biennial     |
| Locations of Work, Australia  | 6275.0        | Irregular    |
| Persons Not in the Labour Force, Australia  | 6220.0        | Annual       |
| Underemployed Workers, Australia  | 6265.0        | Annual       |
| Working Time Arrangements, Australia  | 6342.0        | Triennial    |
| <b>Multi purpose household surveys</b>  |               |              |
| Barriers and Incentives to Labour Force Participation, Australia  | 6239.0        | Biennial     |
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| Work-Related Injuries, Australia  | 6324.0        | Four-yearly  |
| <b>Other labour surveys</b>   |               |              |
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| Employment and Earnings, Public Sector, Australia(b)  | 6248.0.55.002 | Annual       |
| Employee Earnings & Hours, Australia  | 6306.0        | Biennial     |
| Employer Training Expenditure & Practices, Australia  | 6362.0        | Irregular    |
| Employment Arrangements, Retirement & Superannuation, Australia   | 6361.0        | Irregular    |
| Industrial Disputes, Australia  | 6321.0.55.001 | Quarterly    |
| Job Vacancies, Australia  | 6354.0        | Quarterly    |
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| Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey     | 6287.0        | Annual       |
| Labour Force, Australia: Labour Force Status and Other Characteristics of Families  | 6224.0.55.001 | Irregular    |
| Labour Price Index, Australia   | 6345.0        | Quarterly    |
| Wage & Salary Earners, Public Sector, Australia(b)  | 6248.0.55.001 | Discontinued |
| <b>Information papers and other reference material</b>  |               |              |
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| Australian National Accounts: Concepts, Sources & Methods   | 5216.0        | Irregular    |
| Changes to ABS Measures of Employee Remuneration  | 6313.0        | Irregular    |
| Changes to Labour Force Survey Products   | 6297.0        | Irregular    |
| Estimating Average Annual Hours Worked  | 1352.0.55.077 | Irregular    |
| Forthcoming Changes to Labour Force Statistics  | 6292.0        | Irregular    |
| Improvements to Family Estimates from the Labour Force Survey   | 6224.0.55.002 | Irregular    |
| Labour Force Survey Sample Design   | 6269.0        | Irregular    |
| Labour Force Survey Standard Errors   | 6298.0        | Irregular    |
| Labour Force Survey Standard Errors, Data Cube  | 6298.0.55.001 | Irregular    |
| Labour Force Survey Standard Products and Data Item Guide   | 6103.0        | Irregular    |
| Labour Price Index: Concepts, Sources & Methods   | 6351.0.55.001 | Irregular    |
| Labour Statistics: Concepts, Sources & Methods  | 6102.0.55.001 | Irregular    |
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| Year Book, Australia  | 1301.0        | Biennial     |
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| Childhood Education and Care, Australia, Expanded CURF, Technical Manual  | 4402.0.55.002 | Irregular    |
| Employee Earnings and Hours, Australia, CURF, Technical Manual  | 6306.0.55.002 | Irregular    |
| Microdata: Forms of Employment, Basic, CURF, Australia  | 6359.0.30.001 | Irregular    |
| Microdata: Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Basic and Expanded CURF, Australia | 6202.0.30.001 | Biennial     |
| Labour Force Survey and Employee Earnings Benefits and Trade Union Membership, Australia: Basic CURF, Technical Paper         | 6202.0.30.002 | Biennial     |
| Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF   | 6202.0.30.004 | Biennial     |
| Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF, Technical Manual                                 | 6202.0.30.005 | Biennial     |
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| Survey of Education and Training, Australia, Expanded CURF, Technical Manual  | 6278.0.55.003 | Irregular    |
| Microdata: Survey of Education and Training, Australia, Expanded CURF, Australia  | 6278.0.55.004 | Irregular    |
| Microdata: Survey of Education and Work, Basic CURF, Australia, May 2009  | 6227.0.30.001 | Biennial     |
| Survey of Income and Housing - CURF, Technical Manual   | 6541.0        | Irregular    |
| Microdata: Income and Housing, Basic and Expanded CURF, Australia, 2007-08  | 6541.0.30.001 | Irregular    |
| <b>Other publications</b>   |               |              |
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| Australian National Accounts: National Income, Expenditure & Product  | 5206.0        | Quarterly    |
| Australian Social Trends  | 4102.0        | Quarterly    |
| Australian System of National Accounts  | 5204.0        | Annual       |
| Business Indicators, Australia  | 5676.0        | Quarterly    |
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| Education & Training Indicators, Australia  | 4230.0        | Irregular    |
| General Social Survey: Summary Results, Australia   | 4159.0        | Irregular    |
| Government Benefits, Taxes & Household Income, Australia  | 6537.0        | Irregular    |
| Household Income & Income Distribution, Australia   | 6523.0        | Biennial     |
| Measures of Australia's Progress  | 1370.0        | Irregular    |
| Regional Wage & Salary Earner Statistics, Australia   | 5673.0.55.001 | Irregular    |
| Superannuation: Coverage & Financial Characteristics, Australia   | 6360.0        | Irregular    |
| Voluntary Work, Australia   | 4441.0        | Irregular    |

- Previously conducted as a labour force supplementary survey in 2000, data now collected as part of the Multi Purpose Household Survey.
- The quarterly survey of Employment and Earnings - Public Sector has been replaced with an annual survey, commencing with the 2007-08 reference year. As a result, the June quarter 2007 was the final issue of Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001). Data from the annual survey are released in Employment and Earnings, Public Sector, Australia (cat. no. 6248.0.55.002).
- Content now contained within Australian Labour Market Statistics (cat. no. 6105.0).
-

## Data Sources for Tables

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### DATA SOURCES

Earlier editions of this publication contained tables which drew together a range of labour statistics from a number of ABS sources and some international comparisons from the International Labour Organisation. This publication no longer contains detailed tables that can be found in other publications.

The table below has been designed to assist you in obtaining this information from the original source.

- **No.** and **Table Description** correspond to the position of the table in the October 2010 edition of Australian Labour Market Statistics.
- **Data Source** indicates the most accessible source(s) of data, as time-series spreadsheets or datacubes.

A wide range of ABS labour related publications and data is freely available on the ABS website. The Related Publications tab of this publication contains links to the latest releases of many ABS labour related publications.

To find a labour market related publication, spreadsheet or datacube on the ABS website, go to <<https://www.abs.gov.au>> [Statistics - Catalogue Number - 6. Labour Statistics and Prices]. All products can be accessed by catalogue number and subject, e.g. to find the publication Labour Force, Australia (cat. no. 6202.0), look under '62. Labour force'. Select '6202.0 - Labour Force, Australia' and from the Summary tab select the Details tab.

All ABS statistics on the ABS website can be downloaded free of charge.

For more information, contact the Labour Market Statistics Section on Canberra (02) 6252 7206 or email <[labour.statistics@abs.gov.au](mailto:labour.statistics@abs.gov.au)>.

| No. | Table Description   | Data Source  |
|-----|---|--|
| 1.1 | Labour Force status by Sex: trend series                        | Labour Force, Australia (cat. no. 6202.0)            |
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| 1.3 | States and territories, and capital cities: Original            | 6291.0.55.001 spreadsheet table 2                    |
| 1.4 | Educational attendance (aged 15-24): Original                   | 6291.0.55.001 spreadsheet table 3a                   |
| 1.5 | Labour Force Status by Country of Birth: Original               | 6291.0.55.001 data cube LM6                          |
|     | Labour Force Status by Year of arrival: Original                | 6291.0.55.001 data cube LM4                          |
| 1.6 | Relationship in household: Original                             | 6291.0.55.001 data cube FM1                          |
|     |   | 6291.0.55.001 data cube FM2                          |
| 1.7 | All families: family type by labour force status: Original      | <b>6105.0 spreadsheet table 1</b>                    |
| 1.8 | International Comparisons                                       | International Labour Organisation, LABORSTA database |
| 2.1 | Industry: trend   | 6291.0.55.003 spreadsheet table 4                    |
| 2.2 | Industry division and subdivision: Original                     | 6291.0.55.003 spreadsheet table 6                    |
|     |   | 6291.0.55.003 data cube E05                          |
|     |   | 6291.0.55.003 data cube E06                          |
| 2.3 | Occupation major group and sub-major group: Original            | 6291.0.55.003 data cube E07                          |
|     |   | 6291.0.55.003 data cube E08                          |
| 2.4 | Industry and occupation by full-time/part-time status: Original | 6291.0.55.003 data cube E09                          |
|     |   | 6291.0.55.003 spreadsheet table 04                   |
|     |   | 6291.0.55.003 spreadsheet table 05                   |
|     |   | 6291.0.55.003 spreadsheet table 06                   |
|     |   | 6291.0.55.003 spreadsheet table 07                   |
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|     |   | 6291.0.55.003 data cube E06                          |
|     | Occupation by status in employment: Original                    | 6291.0.55.003 data cube E07                          |
|     |   | 6291.0.55.003 data cube E08                          |
|     | Hours worked in all jobs by status in employment: Original      | 6291.0.55.003 data cube E06                          |
|     |   | 6291.0.55.003 data cube E08                          |
| 2.6 | Actual hours worked: industry and occupation: Original          | 6291.0.55.003 spreadsheet table 11                   |
|     |   | 6291.0.55.003 spreadsheet table 12                   |
|     | Average weekly hours worked by persons at work                  | 6291.0.55.003 data cube E09                          |
|     |   | 6291.0.55.003 spreadsheet table 11                   |
|     |   | 6291.0.55.003 spreadsheet table 12                   |
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|     | Actual hours worked in all jobs                                 | 6291.0.55.003 data cube E09                          |
| 2.7 | Actual hours worked in all jobs                                 | 6291.0.55.001 spreadsheet table 9                    |



|      |  |  |
|------|--|--|
| 2.8  | Actual hours worked in all jobs  | 6291.0.55.001 spreadsheet table 9  |
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| 2.11 | Public sector employees: states and territories                                    | Employment and Earnings, Public Sector, Australia, 2009-10 (cat. no. 6248.0.55.002)      |
| 2.12 | Public sector employees: industry  | Employment and Earnings, Public Sector, Australia, 2009-10 (cat. no. 6248.0.55.002)      |
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|      | Unemployment Rate: seasonally adjusted - Victoria                                  | 6202.0 spreadsheet table 5   |
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|      | Unemployment Rate: seasonally adjusted - Northern Territory                        | <b>Seasonally adjusted unemployment rate not published</b>                               |
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## Fifty Years of Labour Force: Now and then (Feature Article)

### FIFTY YEARS OF LABOUR FORCE: NOW AND THEN

#### INTRODUCTION

Information on people's experience in the labour market - when and whether they work, in what sort of jobs and for how many hours a week - is a window into Australia. It highlights changes in both our economy and society and the interactions between them. The ABS collects this information through its Labour Force Survey (LFS).

The LFS is the Bureau's longest running household survey and has provided the basis on which the Australian Bureau of Statistics (ABS) has built an extensive program of labour and social surveys of the Australian population. The LFS provides official statistics about the number of employed and unemployed Australians and their working arrangements. Labour statistics are used by government and business analysts, academics, employee and employer organisations, and the community, and they help in the development, monitoring and evaluation of policy.

November 2011 marks the 50th anniversary of the ABS Labour Force and Supplementary Survey Program. A lot has changed since its humble beginnings when the LFS first started, not only in the way the data are collected and disseminated, but - more importantly - in the numbers themselves. Australia in 2011 is a very different place to the Australia of 1961. This article compares then and now and pays particular attention to a number of important trends over the past half century: the increase of women working, the rise of part-time employment, and changes within industry and occupation.

#### A note on data comparability over time

Although LFS data are available as far back as November 1960, the majority of historical comparisons in the article between now and then are from 1966. This is mainly because prior to 1964 the LFS was run only in six state capital cities. Also, data between 1960 and 1965 are fairly limited; there is no breakdown between full-time or part-time work; the age groupings are very broad; nor is there data available on industry or occupation. Although there have been some key changes to the LFS, it's important to note that the Labour Force Framework, on which the LFS is based, has conceptually remained the same since it was first developed (though there have been some minor amendments made in accordance with International Labour Organisation guidelines). Any changes made to the LFS since 1966 have had minimal impact to the time series.

### THE AVERAGE AUSTRALIAN WORKPLACE WAS VERY DIFFERENT 50 YEARS AGO

#### 1960s - The tea lady, smoking and the introduction of the Pill.....

In the 1960s, tea ladies did the rounds, smoking in the workplace was the norm, and the standard working week was Monday to Friday - nine to five. Three weeks annual leave became the standard across Australia in 1963, and it wasn't until 1999 that the ACTU secured personal carer's leave, maternity/paternity/adoption leave and equal pay for all Australian workers. (Endnote 1)

The labour force was characterised by a marked division of the sexes and their expected roles in society. For men, the traditional role was to be the breadwinner and support a wife and young family. Consequentially, part-time work was uncommon and childcare was rare, leaving women the option of either starting a family, or working full-time (but not in the public service - it wasn't until 1966 that married women were allowed to work for the Commonwealth Public Service for instance)! In 1961 it was common for women to marry young. The median age for first brides was 21 years (Endnote 2), and it was common for women to have their first baby in their early 20s. The fertility rate was 3.5 babies per woman. (Endnote 3)

In the late 1960s, Australian women began to question the restrictive roles society had placed on them. Many women felt there was more to life than raising children and 'keeping house'. Women marched, protested and pressured governments in a bid to gain equal rights in all aspects of life including the workplace, education, politics and sport. The introduction of the contraceptive pill in the 1960s granted women greater sexual freedom, and allowed them to control whether and when they had children. The role of women in society began to be challenged.

#### 2011 - Flexible hours, access to family friendly leave and adequate child care.....

Fast forward to August 2011, and the beloved tea lady has been replaced by handwritten notes at the coffee point warning staff to clean up after themselves, and smoking is no longer permitted in, or outside, many offices. Women are starting a family much later in life, having fewer children (the fertility rate has fallen to 1.8 births per woman) and they are often having children without marrying first. In 2009, 35% of the babies born were to unmarried parents. (Endnote 4) The crude marriage rate was 5.5 marriages per 1,000 estimated resident population in 2009 (Endnote 5), compared with 9.2 marriages per 1,000 estimated resident population in 1969. (Endnote 3)

The nature of the labour force has changed remarkably over the last 50 years. Today, people are working an increasingly diverse range of hours and patterns, often related to their stage of life or family circumstances. Flexible hours of work are important, as are access to family friendly leave provisions and affordable child care. As women's labour force participation has increased, there has been a corresponding increase in the demand for child care places. (Endnote 6)

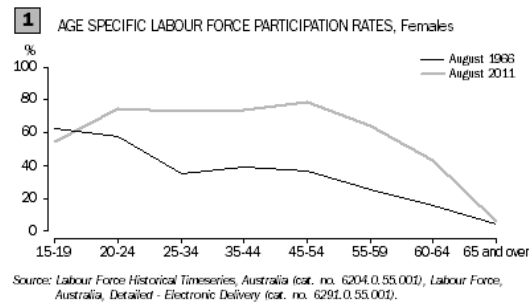
There has been significant growth in employment, and increased participation in the labour force, particularly for women. (Endnote 6) This is largely due to the increased proportion of women returning to work after having children. There is also considerable diversity in how families participate in the labour force. The traditional male breadwinner arrangements have declined since the 1960s, and now both partners of couple families are likely to be employed. People have access to more paid leave entitlements and types of leave than those of 50 years ago; personal carer's leave, and maternity/paternity/adoption leave all form part of the family friendly leave provisions which help parents juggle paid work and family responsibilities, the latest being the national Paid Parental Leave scheme which was introduced in January 2011. Other recent changes include the *Fair Work Act, 2009*, which effectively gives parents and other people caring for young children the right to make formal requests for flexible work arrangements. Finding ways to balance work and family life is a constant challenge, especially for families with young children. Achieving this balance is important for the well-being of parents and their children. (Endnote 7)

### CHANGING ROLE OF WOMEN

There has been significant growth in employment, and increased participation in the labour force over the last 50 years, particularly for

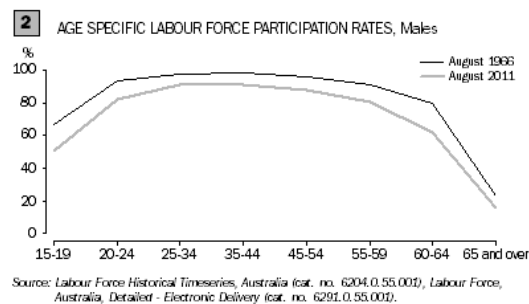
women. Women's participation in the labour force in August 2011 is 59%, almost double that of August 1961 (34%). Changing social attitudes, the availability of safe contraception and planned parenting, as well as adequate child care facilities have all helped to allow women to continue their careers. The growth in availability of part-time work has helped too.

In August 1966, labour force participation for women reduced dramatically during the prime child raising years (20-24 and 25-34 year age groups), with the majority of women never to return to the labour force. In contrast, although a relatively slight 'nappy valley' effect can be seen between the ages 20-54, labour force participation in August 2011 is still a lot higher than it was and remains relatively unaffected by age from 20-54.



At the same time that women's participation in the labour force has increased, there has been a noticeable decline in the labour force participation of men (82% in August 1961 to 72% in August 2011). This may be due to greater retention in school and further education, as well as earlier retirement.

Although the number of employed only tells a part of the story, it's important to note the proportion of men employed full time declined substantially in recent decades. In August 1966, 80% of men aged over 15 were employed full time. By August 2011, this proportion had fallen to 57%. It's difficult to determine the main factors responsible for the decline. One working paper from the Melbourne Institute of Applied Economic and Social Research suggests the decline in male employment may be attributable to a combination of factors including population ageing, increased educational attainment, decreased incidence of partnering and dependent children, and increased educational attainment and employment of partners for those men who are partnered. (Endnote 8) That said, although the participation rates for women have experienced large gains over the last 50 years, participation rates for men still remain higher, except in the 15 to 19 year age group.



## A BRIEF HISTORY OF THE LABOUR FORCE SURVEY

The first Labour Force Survey was run in November 1960, with the first supplementary survey in November 1961. Initially, it was known as the Survey of Employment and Unemployment or the Work Force Survey, and it was the first household survey ever run by the ABS. It was made possible by the integration of the state and federal statistical agencies into a single bureau and major advances in survey methods and technology. It was driven by keen interest from the Commonwealth Treasury for a reliable economic indicator of the health of the labour force. The survey was originally run quarterly. It only covered the six state capital cities, and excluded Australian Aboriginal and Torres Strait Islander Peoples, but by 1966 the survey had expanded to include regional and Indigenous Australians.

The original survey form was a card about half the size of an A4 sheet, and contained only 23 questions. It wasn't long before the value of interviewing 38,000 households four times a year captured the imagination and the survey began to expand. Initially the program of household surveys comprised only the LFS, however in November 1961 the first supplementary survey topic 'Internal Migration' was included. By the end of the 1960s, 25 different supplementary surveys had been run, tagged onto the back of the Labour Force Survey form. They covered a broad range of economic and social topics, including education, work experience, travel, chronic illness, superannuation, child care, income and ex-servicemen. One of the most unusual was run on behalf of the Victorian Egg Board on the number of hens kept - and eggs produced - at home. Additional questions were also added to the main Labour Force Survey, including family relationship which led to the first issue of family-based Labour statistics in 1974. As the survey expanded and more data was collected, interviewers in the 1960s and 70s had to cope with more and more questions being squeezed onto the form, so font sizes became increasingly small. By 1978, common-sense prevailed and the size of the form was doubled to A4.

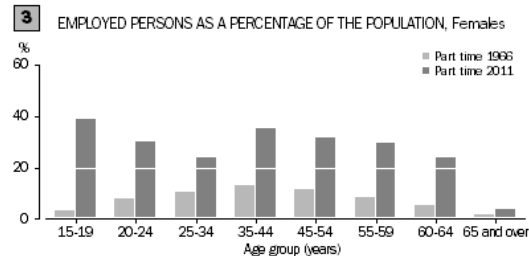
In February 1978, the survey frequency changed from quarterly to monthly, and was adopted as the official source of national measures of employment and unemployment. The ABS has carefully maintained the monthly series from this point onwards, managing the introduction of new classifications and survey changes with a minimum of disruption to the consistency of the data. The content has also expanded, including the introduction of regional estimates in October 1982 and annual Indigenous estimates in 1994. In November 1989, the survey form was updated to make use of new optical scanning technology - very much like the current Census form today. Since then we've introduced telephone interviewing (1996) and computer assisted interviewing (2003) which have done away with pen and paper. We now input the data directly into our systems. Back in the 1960s, it took about 3 years to publish the first survey results. The time between the last interview of the month and the published results is now less than 3 weeks!

The data are now easier and cheaper to access. We've moved on from providing books retailing from \$30-\$40, to diskettes and CD-ROMs and teletext and the 0055-dial-a-statistic services (75c per min), to taking advantage of the world wide web to publish free electronic publications, Excel spreadsheets, and SuperTABLE datacubes. Recent developments in technology and data manipulation have allowed us to provide new ways of looking at Labour Force Survey data, such as the Aggregate monthly hours worked series released in 2009.

## PART-TIME TRENDS FOR WOMEN

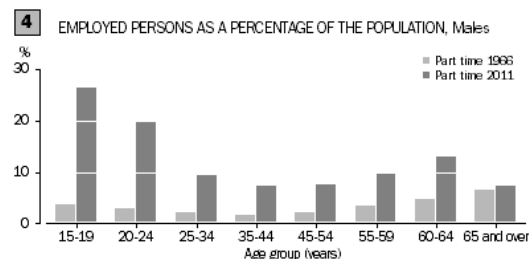
One of the most noticeable developments in the labour market over the past 50 years has been the substantial growth in part-time work. Part-time work is defined by the ABS as employed people who usually work fewer than 35 hours per week in all jobs (and did so in the survey's reference week). Part-time work enables people to combine work with other activities and commitments. This is especially important for women with young children and those, primarily young people, who are studying.

Having young children has a large influence on women's labour force participation. Nowadays many women reduce their working hours while their children are young, rather than leave the labour force altogether as was previously more often the case. In August 2011, the proportion of women working part-time in the 25 to 34 year age group (24%), although lower than women in the younger or older age groups, was still 2 times higher than it was in August 1966 (11%).



Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed - Electronic Delivery (cat. no. 6291.0.55.001).

Part time work has always been dominated by women: close to three-quarters of part-timers are women in August 2011. However, in recent years there has been an increase in the proportion of men working part-time. There is a clear U shaped graph: men at the start or end of their working lives are more likely to be part-time than those in the prime working years. Many younger men combine work with study, while those in their late 50s or older may be in a transition to retirement. In 2008/09, a quarter of men in the 55 to 59 age bracket intended to retire from working full-time and were working part-time. (Endnote 9) Differences are less noticeable for women of different ages.



Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed - Electronic Delivery (cat. no. 6291.0.55.001).

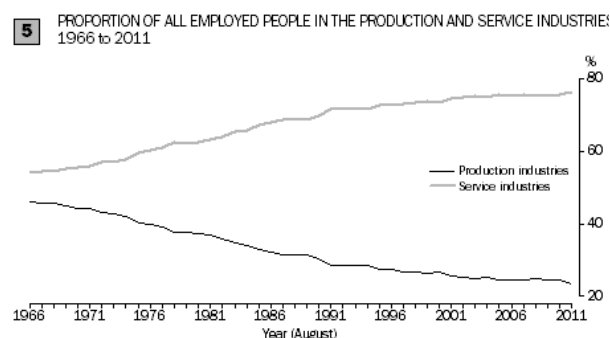
## CHANGE IN INDUSTRIES

In the 1960s, Australia evolved from a nation of primary industries - of sheep, cattle and wheat - to one of manufacturing. By the late 1960s refrigerators, washing machines, vacuum cleaners and cars became increasingly available to Australians. This is reflected in the industries which employed most people in August 1966; Manufacturing (26%) and Wholesale and retail trade (21%).

Manufacturing is now a relatively much smaller component of the economy today than it was in the past (accounting for just 8% of employed people). In August 2011, the Health care and social assistance industry employed more people than any other (12%), followed by Retail trade (11%) and Construction (9%). Agriculture and Mining only account for 3% and 2% of all employed people now. The growth in some service industries also reflect a changing Australia; some 77% more people now work in the child care industry compared to just 10 years ago.

### Production and service industries

In August 1966, 46% of all employed people in Australia worked in production industries. Fast forward to 45 years later, and that proportion has halved to 23%. During that 45 year period, almost all employment growth has been in the service sector, the workforce of which has more than tripled from 2.6 million to 8.7 million, a relative rise from 54% of all employed people in August 1966, to 77% in August 2011. Meanwhile the number of people working in production industries remained steady at between 2.2 and 2.7 million.



Note: Refer to Endnotes 10 & 11 for further information regarding production and service industries.

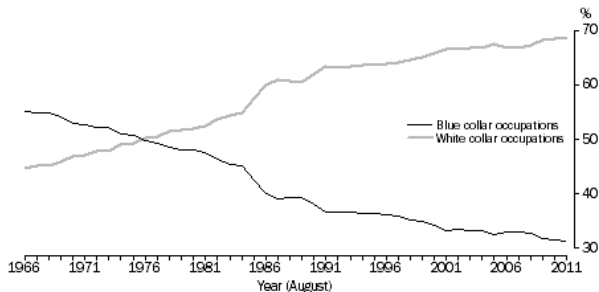
Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed, Quarterly (cat. no. 6291.0.55.003).

## CHANGE IN JOBS

The type of jobs occupied in the 1960s reflected the more hands on and physical work, predominantly associated with trades and lower skilled jobs, often referred to as blue collar work. The most common occupations in August 1966 were Tradesmen, production process workers and labourers (44%); Farmers, fishermen, timber getters (12%); and Clerical (9%).

The broad patterns of industrial change over the last 45 years can be seen in the occupations in which Australians work today. The shift away from production to service industries has reduced the opportunities for blue collar workers, and increased the opportunities for white collar workers. (Endnote 12) The most common occupations in August 2011 were Professionals (22%); Clerical and administrative workers (15%); and Technicians and trades workers (14%).

**6** PROPORTION OF ALL EMPLOYED PEOPLE IN THE BLUE AND WHITE COLLAR OCCUPATION:  
1966 to 2011



Note: Refer to Endnotes 13 & 14 for further information regarding blue and white collar occupations.

Sources: Labour Force Historical Timeseries, Australia (cat. no. 6204.0.55.001), Labour Force, Australia, Detailed, Quarterly (cat. no. 6291.0.55.003).

## ENDNOTES

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2. Australian Bureau of Statistics, Marriages, Australia, 1977, cat. no. 3306.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>.
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6. Department of the Prime Minister and Cabinet, Families in Australia Report: 2008, Chapter 7: Balancing Work and Family, DPMC, Canberra, <[www.dPMC.gov.au](http://www.dPMC.gov.au)>.
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8. Black, D. and Tseng, Y. and Wilkins, R. 2009, 'Examining the Role of Demographic Change in the Decline in Male Employment in Australia: A Propensity Score Re-weighting Decomposition Approach', Melbourne Institute Working Paper Series No. 24/09, Melbourne Institute of Applied Economic and Social Research, Melbourne, <[www.melbourneinstitute.com](http://www.melbourneinstitute.com)>.
9. Australian Bureau of Statistics, Retirement and Retirement Intentions, 2008/09, cat. no. 6238.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>.
10. Production industries in graph 5 refer to:
 

|               |   |
|---------------|---|
| 1966 to 1984: | Agriculture, forestry and hunting, Mining, Manufacturing, Electricity, gas and water, Construction.                 |
| 1985 to 1993: | Agriculture, forestry and fishing, Mining, Manufacturing, Electricity, gas and water supply, Construction.          |
| 1985 to 2011: | Agriculture, forestry and fishing, Mining, Manufacturing, Electricity, gas, water and waste services, Construction. |
11. Service industries in graph 5 refer to:
 

|               |   |
|---------------|---|
| 1966 to 1984: | Wholesale and retail trade, Transport and storage, Communication, Finance, property and business services, Public administration and defence, Community services, Recreation, personal and other services.  |
| 1985 to 1993: | Wholesale trade, Retail trade, Accommodation, cafes and restaurants, Transport and storage, Communication services, Finance and insurance, Property and business services, Government administration and defence, Education, Health and community services, Cultural and recreational services, Personal and other services.  |
| 1994 to 2011: | Wholesale trade, Retail trade, Accommodation and food services, Transport, postal and warehousing, Information media and telecommunications, Financial and insurance services, Rental, hiring and real estate services, Professional, scientific and technical services, Administrative and support services, Public administration and safety, Education and training, Health care and social assistance, Arts and recreation services and Other services. |
12. Australian Bureau of Statistics, 1997, 'Paid Work: Changing industries, changing jobs', Australian Social Trends, cat. no 4102.0, ABS, Canberra, <[www.abs.gov.au](http://www.abs.gov.au)>
13. Blue collar occupations refer to:
 

|               |   |
|---------------|---|
| 1966 to 1984: | Farmers, fisherman, timber-getters etc, Miners, quarrymen and related workers, Transport and communication, Tradesmen, production-process workers and labourers, Service, sport and recreation workers. |
| 1986 to 1995: | Tradespersons, Plant and machine operators, and drivers, Labourers and related workers.   |
| 1996 to 2011: | Technicians and trades workers, Machinery operators and drivers, Labourers.   |
14. White collar occupations refer to:
 

|               |  |
|---------------|--|
| 1966 to 1984: | Professional, technical etc, Administrative, executive and managerial, Clerical, Sales, Service, sport and recreation. |
| 1986 to 1995: | Managers and administrators, Professionals, Para-professionals, Clerks, Salespersons and personal service workers.     |

## Fact Sheet: Employment or jobs - what does the Labour Force Survey measure? (Feature Article)

### FACT SHEET: EMPLOYMENT OR JOBS - WHAT DOES THE LABOUR FORCE SURVEY MEASURE?

The monthly Labour Force Survey (LFS) is the official source of Australian employment and unemployment statistics. Current estimates of the number of people who are employed, unemployed and not in the labour force, classified by sex, full-time / part-time status, and state and territory are released in the Labour Force, Australia (cat. no. 6202.0) publication each and every month. However, commentators often refer to the increase (decrease) in employment from month to month as the number of jobs created (lost). This is an incorrect inference as estimates of employment from the LFS (an ABS household survey) refer to counts of people rather than jobs.

The LFS is designed to produce estimates of the number of people engaged in economic activity and the definition used aligns closely with international standards and guidelines. The concept of employment used in the LFS (and other ABS household surveys) differs to the concept used in ABS business surveys, where estimates are based on the number of jobs involving paid employment. For example, a person holding multiple jobs with different employers would be counted in ABS household surveys as employed once, but in ABS business surveys would be counted once for each job that they held.

Estimates of the number of employee jobs from ABS business surveys are most commonly compared to estimates of the number of persons in paid employment (referred to as employees) from ABS household surveys. However, estimates of employees from household surveys are not equivalent to estimates of employee jobs from business surveys for the same reason as described above. An example of an ABS business survey which provides estimates of the number of employee jobs (limited to the public sector) is the Survey of Employment and Earnings (SEE). Estimates of employee jobs from Employment and Earnings, Public Sector, Australia (cat. no. 6248.0.55.002) can only be compared to estimates of the number of employees in the LFS, if the differences outlined above are considered and ideally quantified. For the purposes of this comparison, the estimates from the LFS would provide counts of the number of people in employee jobs whereas estimates from the SEE would provide counts of the number of jobs that are occupied by employees. People who appear on more than one payroll are only counted once in the LFS, whereas in the SEE they are counted once for each payroll on which they appear.

The situation of equating people with jobs arises most frequently as a result of commentators using the terms "jobs" and "employment" (or employed people / persons) interchangeably. This loose use of terminology often leads to a misinterpretation and misrepresentation of data. This misuse of data is exacerbated when the discussion includes a distinction between full-time and part-time work.<sup>1</sup> Whether commentators refer to the number of or the change in the level of the number of employed persons, it is important to clarify the distinction between full-time employment and a full-time job. A person in full-time employment can hold more than one job (for example, two part-time jobs for which the combined number of hours worked totals 35 hours or more per week), whereas a full-time job represents one person employed full-time.

A number of examples illustrate this:

- if an unemployed person became employed full-time (by starting one full-time job), then the full-time employment estimate from the LFS would increase by one (in a business survey, or a 'jobs' count, this would lead to an increase in the jobs estimate by one);
- if an unemployed person became employed full-time (by starting two part-time jobs with a total of 35 hours of work or more per week), then the full-time employment estimate from the LFS would increase by one (however, in a business survey, or a 'jobs' count, this would lead to an increase in the jobs estimate by two);
- if a person who was already employed in one part-time job took on another part-time job, this would have differing impacts on the employment estimates from the LFS depending on the total number of hours worked: if the sum of hours worked in the two part-time jobs was fewer than 35 hours per week, the employment estimates from the LFS would remain unchanged, but if the sum of hours worked was 35 hours or more, the employment estimates from the LFS would show a decrease of one in part-time employment and an increase of one in full-time employment (however, in both cases this would lead to an increase of one in the jobs estimate from a business survey);
- if a person who was employed in three part-time jobs (working a total of more than 35 hours per week) resigned from these and assumed one full-time job, this would have no impact on the employment estimates from the LFS (however, this would lead to a decrease of two in the jobs estimate - the number of part-time jobs would decrease by three while the number of full-time jobs would increase by one); and
- if a person employed in two part-time jobs became unemployed, the employment estimate from the LFS would decrease by one (however, this would lead to a decrease of two in the jobs estimate from a business survey).

To correctly cite the employment estimates from the LFS, commentators should refer to employment or the number of people employed, not the number of jobs. Multiple job holding is the main reason why estimates of employment from the LFS can not be equated to estimates of jobs. One employed person does not necessarily equate to one job - one person can hold more than one job. For example, the employment estimates from the July 2011 LFS reported the number of people employed as 11,446,600. This represented 10,815,000 people who held only one job during the reference period and 11,400 people who changed jobs during the reference period. A further 620,200 people (or 5.4% of all employed persons) held more than one job concurrently during the reference period. If it were assumed that each one of those people who held more than one job concurrently in the reference period held only two jobs, then the number of jobs in July 2011 would be approximately 12,066,800 (which, as expected, is a number greater than the estimate of people employed). If some of those with more than one job had three jobs, then the estimate of the number of jobs would be slightly higher.

### END NOTE

1. Full-time work is differentiated from part-time work based on an hours worked cut-off. Persons employed full-time are those who worked 35 or more hours in the reference week, or those who usually work 35 hours or more. Part-time equates to working fewer than 35 hours per week.

## Explanatory Notes

# Explanatory Notes



## EXPLANATORY NOTES

### INTRODUCTION

1 Australian Labour Market Statistics provides information about the latest developments in the Australian Bureau of Statistics (ABS) labour statistics program, highlighting new and upcoming releases of ABS labour data or changes to these series. It presents a broad level summary of key labour market measures, contains analyses of labour market issues, and provides resources on how to understand and interpret labour market statistics.

2 The electronic product takes advantage of website capabilities.

3 In addition to data from the Labour Force Survey (LFS), this publication contains key labour market statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Labour Price Index, Job Vacancies, and Industrial Disputes.

4 This publication includes a range of feature articles which are intended to assist users in understanding and interpreting the data and promote the range of data available from the ABS labour statistics program.

### LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

5 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), which is available on the ABS website at <<https://www.abs.gov.au>> [Topics @ a Glance - People - Labour - Labour Statistics: Concepts, Sources and Methods].

6 For an explanation of terms used in this publication, refer to the Glossary.

### LABOUR TOPICS @ A GLANCE

7 The Labour Topics @ a Glance page is a portal to all labour statistics and related information residing on the ABS website. The page contains hyperlinks to Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Topics @ a Glance page can be accessed at <<https://www.abs.gov.au>> [Topics @ a Glance - People - Labour].

### ORIGINAL AND TREND ESTIMATES

8 Series in this publication include **original** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the trend series are subject to revision.

9 It is not uncommon for movements in original time series data and those provided from trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements);
- short-term irregular changes;
- regular seasonal influences;
- normal 'trading', 'working' or 'pay' day patterns; and
- systematic holiday effects.

10 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

11 Trend estimates are produced by using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

12 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

13 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force, see Labour Force, Australia (cat. no. 6202.0);
- for labour price index, see Labour Price Index, Australia (cat. no. 6345.0); and
- for average weekly earnings, see Average Weekly Earnings, Australia (cat. no. 6302.0).

14 The general methods used in the ABS for estimating trends are described in Information Paper: A Guide to Interpreting Time Series - Monitoring Trends (cat. no. 1349.0).

## RELIABILITY OF ESTIMATES

15 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population; and
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

16 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in Information Paper: Labour Force Survey Standard Errors, 2005 (cat. no. 6298.0). To assist users, a spreadsheet incorporating the revised standard error models using composite estimation is available from Labour Force Survey Standard Errors, Data Cube, Oct 2009 (cat. no. 6298.0.55.001).

## ROUNDING

17 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

## LABOUR FORCE SURVEY DATA

### Description of the survey

18 The Labour Force Survey (LFS) provides extensive and timely information on the labour market activity of the usually resident civilian population of Australia aged 15 and over. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

### Monthly Population Survey

19 The Monthly Population Survey (MPS) is a population survey based on a multi-stage area sample of private dwellings and list samples of discrete Australian Aboriginal and Torres Strait Islander communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.45% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

### Labour Force Survey

20 The Labour Force Survey (LFS) has been conducted since 1960, first as a quarterly collection and then monthly from February 1978. The content of the survey has remained broadly the same since its introduction, but is regularly updated to ensure that it is the most appropriate for the provision of accurate labour force statistics.

21 The LFS is designed primarily to provide estimates of key labour force statistics for the whole of Australia and, secondarily, for each state and territory. Further details about concepts and methods are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001),

### Supplementary surveys

22 A supplementary topic was included with the Labour Force Survey for the first time in November 1961, and this concept has been gradually extended so that now, a majority of the months in each year include supplementary questions on one or more topics. Results from each supplementary survey topic are released separately.

23 The survey methodology does not differ greatly among the supplementary surveys, and in many aspects is the same as the LFS methodology. A list of topics covered in recent years is available from Labour Market Statistics (cat. no. 6105.0) > Contents> Find Out More > Related Publications. Further details about concepts and methods are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

### Multi Purpose Household Survey

24 The Multi Purpose Household Survey (MPHS) was introduced in 2004-05. This survey vehicle is designed to provide statistics annually for a number of small, self contained topics, including a number of labour related topics. Data for MPHS topics are collected each month over a financial year. A list of topics covered in recent years is available from Labour Market Statistics (cat. no. 6105.0) > Contents> Find Out More > Related Publications. Further details about concepts and methods are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

### Reference period

25 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

### Notes on data

26 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.



**27** In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, Information Paper: Forthcoming Changes to Labour Force Statistics, 2003 (cat. no. 6292.0).

**28** In May 2007, an improved method of estimation, known as composite estimation, was introduced into the Labour Force Survey. In introducing this change the ABS revised unit record data from April 2001 to April 2007 based on the new estimation method. While estimates for periods prior to April 2001 are unrevised and were compiled using a different estimation method, no trend break was identified in the employed persons series. Also, no change was identified in the trend breaks in the unemployed persons and unemployment rate series which arose with the introduction of a redesigned survey form in April 2001. For further details, see Information Paper: Forthcoming Changes to Labour Force Statistics, 2007 (cat. no. 6292.0).

## Population benchmarks

**29** Labour Force Survey estimates are calculated in such a way as to add up to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are projections of the most recently released quarterly Estimated Resident Population (ERP) data. For information on the methodology used to produce the ERP see Australian Demographic Statistics (cat. no. 3101.0).

**30** The ERP series are revised twice-yearly in the March and September quarter issues of Australian Demographic Statistics (cat. no. 3101.0) to incorporate more up to date information available for the population components. For further details, see the article '**Labour Force Survey Population Benchmarks**' in Labour Force, Australia, September 2010 (cat. no. 6202.0).

## Estimation method

**31** The estimation method used in the Labour Force Survey is Composite Estimation, which was introduced in May 2007. Composite Estimation combines data collected in the previous six months with current month's data to produce the current month's estimates, thereby exploiting the high correlation between overlapping samples across months in the Labour Force Survey. The Composite Estimator combines the previous and current months' data by applying different factors according to length of time in the survey. After these factors are applied, the seven months of data are weighted to align with current month population benchmarks. For details see Information Paper: Forthcoming Changes to Labour Force Statistics, 2007 (cat. no. 6292.0).

## Families series

**32** Family relationship is not determined for all households and persons in scope of the LFS. This is due to a number of factors related to the scope and coverage of the LFS, as well as difficulties in determining family structure and characteristics. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions); and
- members of households where any of the usual residents aged 15 years and over are:
  - Non-Australian diplomats, non-Australian diplomatic staff or non-Australian members of their household;
  - Short term overseas visitors, whose usual residence is outside of Australia and who are staying in Australia for less than 12 months; or
  - Members of non-Australian defence forces stationed in Australia or their dependants.

**33** From October 2008, the method of producing family estimates from the LFS included: an expanded scope to include households containing permanent members of the Australian defence forces; a wider range of families in the LFS sample contributing to the family estimates; and improvement to the weighting method by utilising independent population benchmarks (of persons and households), ensuring the estimates more closely reflected the Australian population. See Improvements to Family Estimates from the Labour Force Survey (cat. no. 6224.0.55.002).

## Further information and data on the LFS

**34** LFS estimates are published monthly in Labour Force, Australia (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001 for monthly data, or cat. no. 6291.0.55.003 for quarterly data. All electronic data can be accessed via the ABS website at <https://www.abs.gov.au>. For details on the data available in the Labour Force standard products, see Labour Force Survey Standard Products and Data Item Guide (cat. no. 6103.0). Additional data are available on request.

**35** For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to Information Paper: Changes to Labour Force Survey Products (cat. no. 6297.0), Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), or contact Labour Market Statistics on Canberra (02) 6252 7206.

## WAGE PRICE INDEX DATA

### Description of the survey

**36** The Labour Price Index (LPI) measures change in the price of labour in the Australian labour market, unaffected by changes in the quality or quantity of work performed, i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in characteristics of employees (e.g. work performance). In the LPI, index numbers are compiled for a range of wage and non-wage costs. Information about the wage price indexes has been released for each quarter since September 1997.

### Reference period

**37** The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

## **Further information**

**38** For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to Labour Price Index, Australia (cat. no. 6345.0), Labour Price Index, Concepts, Sources and Methods (cat. no. 6351.0.55.001), the associated time series spreadsheets available from the ABS website, or contact the Manager, Labour Price Index on Perth (08) 9360 5151.

## **AVERAGE WEEKLY EARNINGS DATA**

### **Description of the survey**

**39** The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 5,500 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings of employee jobs in Australia.

**40** Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

### **Reference period**

**41** The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

## **Further information**

**42** For further information about average weekly earnings statistics and the concepts and methodology used, refer to Average Weekly Earnings, Australia (cat. no. 6302.0), Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), or contact the Manager, Survey of Average Weekly Earnings on Perth (08) 9360 5304.

## **INDUSTRIAL DISPUTES DATA**

### **Description of the survey**

**43** The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

**44** The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

**45** Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

### **Reference period**

**46** The collection reference period is the calendar quarter.

## **Further information**

**47** For further information about industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication Industrial Disputes, Australia (cat. no. 6321.0.55.001), Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), or contact the Manager, Industrial Disputes on Perth (08) 9360 5338.

## **JOB VACANCIES DATA**

### **Description of the survey**

**48** The current Job Vacancies Survey has been conducted since November 1983, with the exception of between August 2008 and August 2009 when the survey was temporarily suspended. It is a quarterly sample survey of approximately 5,000 employers. The survey produces estimates of the number of job vacancies in Australia.

### **Reference date**

**49** The reference date for the survey is the third Friday of the middle month of the quarter.

## **Further information**

**50** For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to Job Vacancies, Australia (cat. no. 6354.0), Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS website, or contact the Manager, Job Vacancies Survey on

## Glossary

### GLOSSARY

#### Actual hours worked

Actual hours worked is the amount of time a person actually spent at work during a specified reference period. The time includes all paid and unpaid overtime, but excludes hours for which paid but not worked (such as paid annual leave or public holidays), meal breaks and time spent on travel to and from work. Actual hours worked (for a specific reference period) may differ from usual hours worked due to illness, vacation, strike, overtime work, a change of job or similar reasons.

#### Adult employees

Employees who are 21 years of age or over, and employees under 21 years old who are paid at the full adult rate for their occupation.

#### Aggregate monthly hours worked

Aggregate monthly hours worked measures the total number of actual hours worked by employed persons in a calendar month. It differs from the actual hours worked estimates (and the usual hours worked estimates) since these refer only to the hours worked in the reference week. Actual and usual hours worked cannot be aggregated across time to produce either quarterly or annual estimates as they relate to only a single week in the month. In contrast, aggregate monthly hours worked estimates are a true monthly measure, and may be aggregated across time to produce both quarterly and annual estimates.

#### Average actual weekly hours worked

The average total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours for which paid. This is calculated as the aggregate actual weekly hours worked by a group of employed persons divided by the number of persons in the group.

#### Average weekly earnings

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees.

#### Award only

Awards are legally enforceable determinations made by federal or state industrial tribunals that set the terms of employment (pay and/or conditions), usually in a particular industry or occupation. Awards may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or alternatively may be used in conjunction with an individual or collective agreement.

Employees are classified to the Award or pay scale only category if they are paid at the rate of pay specified in the Award and are not paid more than that rate of pay.

#### Children living without an employed parent

For this measure, a child is defined as a person who is under 15 years of age who is a natural, adopted, step, foster or nominal son or daughter of a couple or lone parent, usually resident in the same household. The number of children living without an employed parent is determined through the labour force status of parent(s) in the parent-child relationship who are usually resident in the household. This measure includes couple families where both parents are either unemployed or not in the labour force and lone parent families where the sole parent is unemployed or not in the labour force as defined.

#### Civilian population aged 15 years and over

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

#### Collective agreement

An agreement between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). A collective agreement sets the terms of employment (pay and/or conditions) for a group of employees, and is usually registered with a federal or state industrial tribunal or authority.

Employees are classified to the Collective agreement category if they had the main part of their pay set by a registered or unregistered collective agreement or enterprise award.

#### Couple family

A couple family is identified by the existence of a couple relationship. A couple relationship is defined as two people usually residing in the same household who share a social, economic and emotional bond usually associated with marriage and who consider their relationship to be a marriage or marriage-like union. This relationship is identified by the presence of a registered marriage or de facto marriage. A couple family can be with or without children, and may or may not include other related individuals. A couple family with children present can be expanded to elaborate on the characteristics of those children, such as their number, age and dependency status.

#### Dependent child

A dependent child is a person who is either a child under 15 years of age, or a dependent student (see **Dependent student** below). To be

regarded as a child the person can have no identified partner or child of his/her own usually resident in the household.

### **Dependent student**

A dependent student is a natural, adopted, step, or foster child who is 15-24 years of age and who attends a secondary or tertiary educational institution as a full-time student and for whom there is no identified partner or child of his/her own usually resident in the same household.

### **Discouraged jobseekers**

Discouraged jobseekers are people with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young by employers;
- considered to be too old by employers;
- believed ill health or disability discourages employers;
- lacked necessary schooling, training, skills or experience;
- difficulties because of language or ethnic background;
- no jobs in their locality or line of work;
- no jobs in suitable hours; or
- no jobs at all.

### **Disputes which ended during the reference period**

Disputes which ended during the period encompasses those disputes which:

- started in a previous period and ended in the reference period; and
- began and ended in the reference period

### **Duration of unemployment**

Duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

### **Employed**

Employed persons include all people aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers);
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers);
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week;
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week;
  - away from work as a standard work or shift arrangement;
  - on strike or locked out;
  - on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

### **Employed full-time**

People employed full-time are those employed people who usually worked 35 hours or more a week (in all jobs) and those who, although usually working fewer than 35 hours a week, worked 35 hours or more during the reference week.

### **Employed part-time**

Persons employed part-time are those employed persons who usually worked fewer than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

### **Employed persons who work part-time (percentage)**

The percentage of employed people who work part time is calculated as the number of people who are employed part-time, expressed as a percentage of all employed people.

### **Employees**

As relating to the Average weekly earnings key measure: Employees refer to all wage and salary earners who received pay for any part of the reference period.

As relating to the Industrial disputes key measures: Employees refers to wage and salary earners only. Excluded are persons who are self employed and employers.

As relating to all other references to employees: Persons who worked for a private or public employer and received pay for the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payment in kind. Persons who operated their own incorporated business with or without hiring employees were also included as employees.

### **Employment to population ratio**

The employment to population ratio is calculated as the number of employed persons, expressed as a percentage of the civilian population.

## Extended labour force underutilisation rate

The extended labour force underutilisation rate is calculated as the unemployed, plus the underemployed, plus two groups who are marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks; and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

## Family

A family consists of two or more people, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering, and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

## Full-time employed

People employed full-time are those employed people who usually worked 35 hours or more a week (in all jobs) and those who, although usually working fewer than 35 hours a week, worked 35 hours or more during the reference week.

## Full-time employees

Employees who normally work the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.

## Fully engaged in education or work

People fully engaged in education or work, were in full-time work or in full-time education, or in part-time work combined with part-time education in the survey reference week.

## Hours paid for

Hours paid for is the amount of time for which employees were paid in their main job, not necessarily the number of hours actually worked during the reference week (e.g. an employee on paid leave for the week was asked to report the number of hours for which they were paid).

## Household

Households consist of one or more people, at least one of whom is at least 15 years of age, usually resident in the same private dwelling.

## Index number series

An index number series measures the change over time from a reference base period value, which is normally presented as an index value of 100.0.

## Individual arrangement

An arrangement between an employer and an individual employee on the terms of employment (pay and/or conditions) for the employee. Common types of individual arrangements are individual contracts, letters of offer and common law contracts. An individual contract (or letter of offer) may specify all terms of employment, or alternatively may reference an award for some conditions and/or in the setting of pay (e.g. over award payments). Individual contracts may also be registered with a federal or state industrial tribunal or authority (e.g. as an Australian Workplace Agreement). However, the **Workplace Relations Amendment (Transition to Forward with Fairness) Act 2008** ceased the registration of new individual agreements from 28 March 2008.

Employees are classified to the Individual arrangement category if they have the main part of their pay set by an individual contract, registered individual agreement (e.g. Australian Workplace Agreement), common law contract, or if they receive over award payments by individual agreement.

## Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

## Industry

An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

## Job vacancy

A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Estimates of job vacancies exclude:

- jobs not available for immediate filling on the survey reference date;
- jobs for which no recruitment action has been taken;
- jobs which became vacant on the survey date and were filled on the same day;
- jobs of less than one day's duration;
- jobs only available to be filled by internal applicants within an organisation;

- jobs to be filled by employees returning from paid or unpaid leave or after industrial disputes;
- vacancies for work to be carried out by contractors; and
- jobs for which a person has been appointed but has not yet commenced duty.

### **Jurisdictional coverage**

The workplace relations jurisdiction (i.e federal or state) under which that the employee is deemed to be for pay-setting purposes.

### **Labour force**

For any group, the labour force consists of people who were employed or unemployed, as defined.

### **Labour force participation rate**

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.

### **Labour force status**

Labour force status is a classification of the civilian population aged 15 years and over into the categories employed and unemployed (which together comprise the labour force) and not in the labour force, as defined.

### **Labour force underutilisation rate**

The labour force underutilisation rate is the sum of the number of persons unemployed and the number of persons underemployed, expressed as a percentage of the labour force.

### **Labour underutilisation**

Labour underutilisation is a measure of excess labour capacity in an economy. It can be measured using either population or hours based estimates. See **Labour force underutilisation rate**; **Extended labour force underutilisation rate**; and **Volume labour force underutilisation rate**.

### **Left a job**

People who left a job are unemployed people who have worked for two weeks or more in the past two years and left that job voluntarily, for example, because of:

- unsatisfactory work arrangements/pay/hours;
- the job was a holiday job or they left the job to return to studies; or
- their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

### **Long-term unemployed**

The long-term unemployed are people who have been unemployed for 52 weeks or more. See **Duration of unemployment**.

### **Long-term unemployed as a proportion of total unemployment**

For any group, the long term unemployed as a proportion of total unemployment is the number of long-term unemployed persons, expressed as a percentage of the unemployed population.

### **Long-term unemployment rate**

The long term unemployment rate for any group is the number of long-term unemployed persons, expressed as a percentage of the labour force.

### **Lost a job**

People who lost a job are unemployed people who have worked for two weeks or more in the past two years and left that job involuntarily, that is, were:

- laid off or retrenched from that job;
- left that job because of their own ill-health or injury;
- the job was seasonal or temporary; or
- their last job was running their own business and the business closed down because of financial difficulties.

### **Managerial employees**

Employees who are in charge of a significant number of employees and/or have strategic responsibilities in the conduct or operations of the organisation, and usually do not have an entitlement to paid overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Owner managers of incorporated enterprises are regarded as managerial employees.

### **Marginal attachment to the labour force**

People with marginal attachment to the labour force were not in the labour force in the reference week, wanted to work and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed; or
- were not actively looking for work but were available to start work within four weeks.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

### **Median earnings**

Median earnings is the amount of earnings which divides employees into two groups containing equal numbers of employees, one half with earnings below the median and the other half with earnings above the median.

### **Method of setting pay**

How the main part of an employee's pay is set. Employees are classified to one of the following categories: Award only; Collective agreement; or Individual arrangement. Employees classified to the Collective agreement or Individual arrangement categories are further classified according to whether the agreement is registered with a federal or state industrial tribunal or authority.

### **Non-managerial employees**

Employees who are not managerial employees (as defined above), including non-managerial professionals and some employees with supervisory responsibilities.

### **Not in the labour force**

People not in the labour force are those who were not in the categories 'employed' or 'unemployed' as defined.

### **Occupation**

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0).

### **One-parent family**

One-parent families consist of a lone parent with at least one child (regardless of age) who is also usually resident in the household and who has no identified partner or child of his/her own. The family may also include any number of other related individuals.

### **Ordinary time cash earnings**

Payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions. Amounts salary sacrificed are also included. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.

### **Original series**

Original series estimates are produced directly from the survey data and have not been subject to seasonal adjustment or trend estimation.

### **Other family**

Other family is defined as a group of related individuals residing in the same household, who cannot be categorised as belonging to a couple or one parent family.

### **Owner managers of incorporated enterprises**

Persons who work in their own incorporated enterprise - that is, a business entity which is registered as a separate legal entity to its members or owners (for example, a limited liability company).

Owner managers of incorporated enterprises are presented separately in the 'method of setting pay' measure.

### **Participation rate**

For any group, the participation rate is the labour force, expressed as a percentage of the civilian population aged 15 years and over.

### **Part-time employed**

Persons employed part-time are those employed persons who usually worked fewer than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

### **Part-time employed who are underemployed**

For any group, part-time employed who are underemployed is the number of people who are both part-time employed and underemployed workers, expressed as a percentage of all part-time employed.

### **Part-time work**

See **Part-time employed**.

### **Seasonally adjusted series**

A seasonally adjusted series is a time series of estimates with the estimated effects of normal seasonal variation removed.

### **Sector**

Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or state/territory parliaments. Private sector comprises all organisations not classified as public sector.

### **Total hourly rates of pay index excluding bonuses**

The total hourly rates of pay index excluding bonuses measures the quarterly change in combined ordinary income and overtime hourly rates of pay.

### **Trade union**

A trade union is an organisation consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

### **Trade union member**

Trade union members are employees who are members of a trade union, not necessarily in connection with their main job.

### **Trend series**

A trend series is a smoothed seasonally adjusted time series of estimates.

### **Underemployed workers**

Underemployed workers are employed persons aged 15 years and over who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey; or
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

### **Underemployment rate**

The underemployment rate is the number of underemployed workers, expressed as a percentage of the labour force.

### **Unemployed**

Unemployed persons include all people aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

### **Unemployed looking for first full-time job**

Unemployed looking for first full-time job consists of unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

### **Unemployed looking for first job**

Unemployed looking for first job consists of unemployed persons who had never worked for two weeks or more.

### **Unemployed looking for full-time work**

Unemployed looking for full-time work consists of unemployed persons who:

- actively looked for full-time work; or
- were waiting to start a new full-time job.

### **Unemployed looking for part-time work**

Unemployed looking for part-time work consists of unemployed persons who:

- actively looked for part-time work only; or
- were waiting to start a new part-time job.

### **Unemployment rate**

The unemployment rate is the number of unemployed persons, expressed as a percentage of the labour force.

### **Unemployment to population ratio**

The unemployment to population ratio is the number of unemployed people, expressed as a percentage of the civilian population aged 15 years and over.

### **Usual hours worked**

Usual hours of work refer to a typical period rather than to a specified reference period. The concept of usual hours applies both to persons



at work and to persons temporarily absent from work, and is defined as the hours worked during a typical week or day. Actual hours worked (for a specific reference period) may differ from usual hours worked due to illness, vacation, strike, overtime work, a change of job, or similar reasons.

#### **Volume labour force underutilisation rate**

The volume labour force underutilisation rate is the total volume of underutilised labour in the labour force (hours sought by unemployed people, plus additional hours preferred by underemployed people), expressed as a percentage of the volume of potential labour in the labour force (see definition below).

#### **Volume measure of labour underutilisation**

The volume measure of labour underutilisation is an hours based or volume measure of labour underutilisation which quantifies the hours of available labour that are unutilised. It is calculated as the hours of labour sought by unemployed persons plus the hours of labour preferred by underemployed workers.

#### **Volume of potential labour in the labour force**

The volume of potential labour in the labour force is equal to the hours of labour sought by unemployed persons, plus the hours of labour preferred by underemployed workers (both utilised and unutilised), plus the hours of labour usually provided by employed persons who are not underemployed.

#### **Volume underemployment rate**

The volume underemployment rate is the volume of additional hours preferred by underemployed people, expressed as a percentage of the volume of potential labour in the labour force.

#### **Volume unemployment rate**

The volume unemployment rate is the volume of hours sought by unemployed people, expressed as a percentage of the volume of potential labour in the labour force.

#### **Wage price index**

The wage price index measures changes in the price of wages.

#### **Weekly ordinary time earnings**

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period, attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are:

- award, workplace and enterprise bargaining payments, and other agreed base rates of pay, over-award and over-agreed payments, penalty payments, shift and other allowances;
- commissions and retainers;
- bonuses and similar payments related to the reference period;
- payments under incentive or piecework;
- payments under profit sharing schemes normally paid each pay period;
- payment for leave taken during the reference period;
- all workers' compensation payments made through the payroll; and
- salary payments made to directors.

Excluded are amounts salary sacrificed, non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments, and other payments not related to the reference period.

#### **Weekly total earnings**

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

#### **With paid leave entitlements**

Employees (excluding OMIEs) with paid leave entitlements are those who were entitled to either paid holiday leave or paid sick leave (or both) in their main job.

#### **Without paid leave entitlements**

Employees (excluding OMIEs) without paid leave entitlements are those who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job.

#### **Working days lost**

Working days lost refers to working days lost by employees directly and indirectly involved in the dispute.

#### **Working days lost per employee involved**

Working days lost per employee involved refers to the average number of working days lost per employee involved in the dispute, calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

#### **Working days lost per thousand employees**

Working days lost per thousand employees are calculated by dividing the total number of working days lost by the total number of employees in the Australian labour force and multiplying by 1,000.

## Abbreviations

### ABBREVIATIONS

|        |   |
|--------|---|
| ABS    | Australian Bureau of Statistics                                   |
| ANZSCO | Australian and New Zealand Standard Classification of Occupations |
| ANZSIC | Australian and New Zealand Standard Industrial Classification     |
| ASGC   | Australian Standard Geographical Classification                   |
| ATO    | Australian Taxation Office  |
| AWE    | Average Weekly Earnings   |
| EEH    | Survey of Employee Earnings and Hours                             |
| ERP    | Estimated Resident Population                                     |
| GDP    | Gross Domestic Product  |
| ID     | Industrial Disputes   |
| ILO    | International Labour Organization                                 |
| JVS    | Job Vacancies Survey  |
| LFS    | Labour Force Survey   |
| LPI    | Labour Price Index  |
| MPHS   | Multipurpose Household Survey                                     |
| MPS    | Monthly Population Survey   |
| qtr    | Quarter   |
| RSE    | Relative Standard Error   |
| WPI    | Wage Price Index  |

## Data Cubes (I-Note) - Data Cubes

Table 1 is updated on an annual basis and was last updated for June 2010.

Tables 2 - 4 are updated on a quarterly basis.

Tables 5 -7 are updated on an annual basis. All three were updated in the July 2011 issue of Australian Labour Market Statistics (cat. no. 6105.0).